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# Luminate 2023 Grantee Perception Report

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The online version of this report can be accessed at [cep.surveystats.org](https://cep.surveystats.org)

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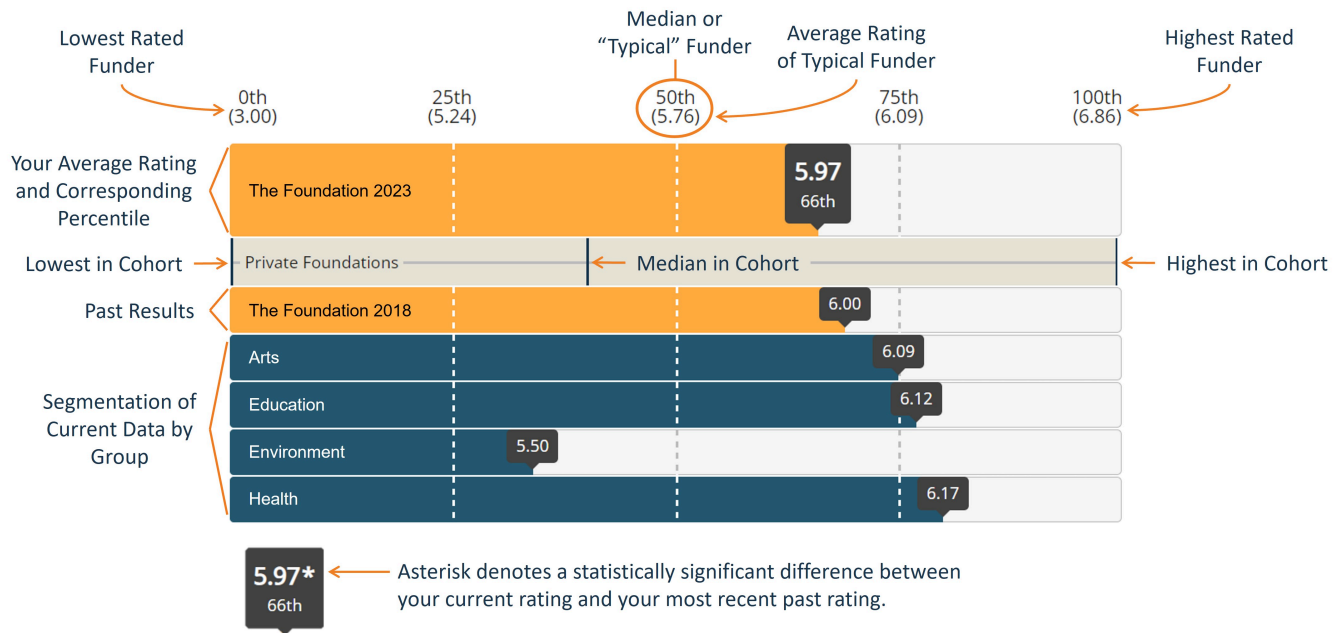
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## Interpreting Your Charts

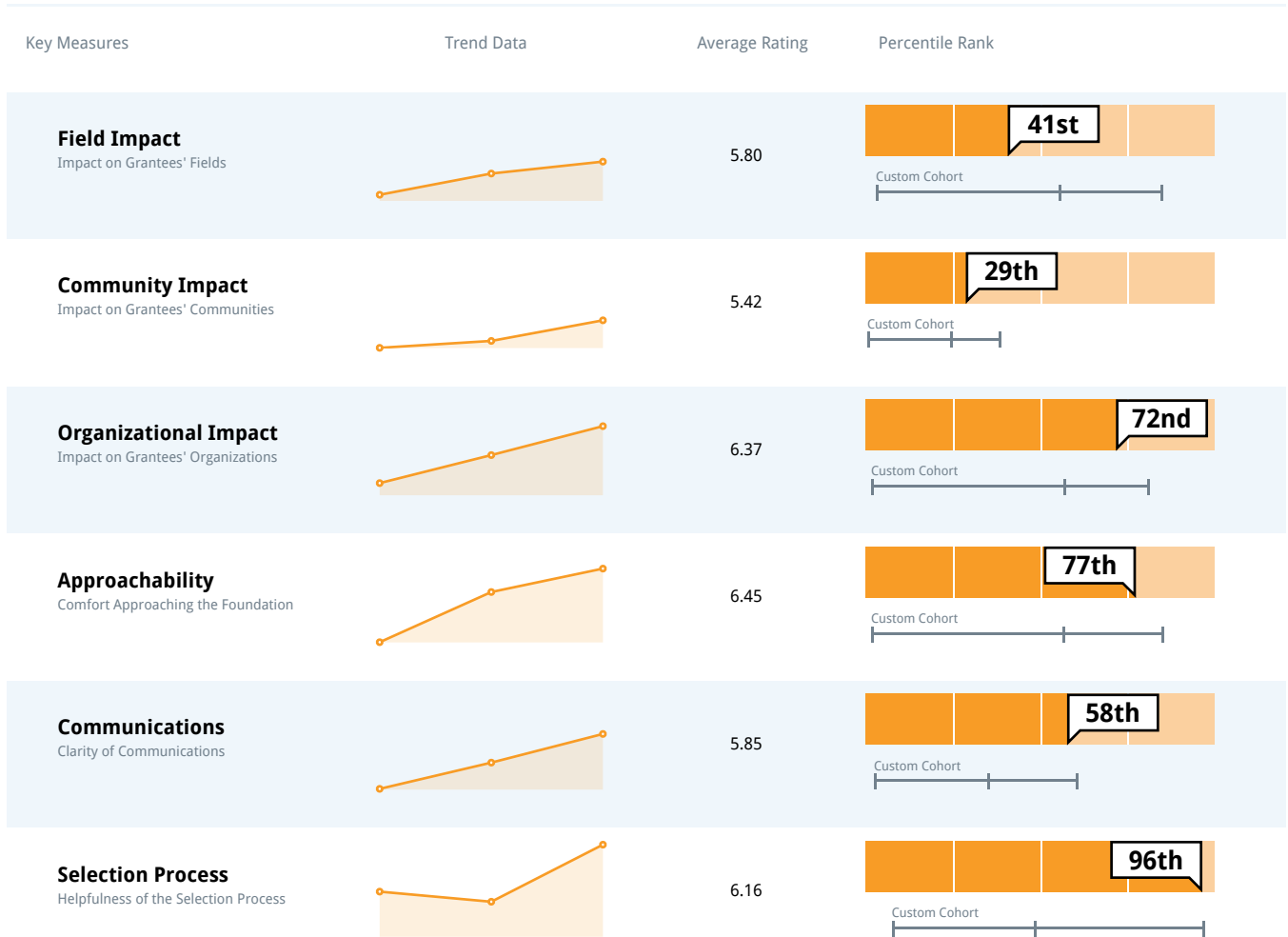
Many of the charts in this report are shown in this format. See below for an explanation of the chart elements.



Missing data: Selected grantee ratings are not displayed in this report due to changes in the survey instrument, or when a question received fewer than eight responses.

# Key Ratings Summary

The following chart highlights a selection of your key results. Each of these data points corresponds to an individual survey measure that is displayed with additional detail in the subsequent pages of this report.



## Survey Population

Survey	Survey Fielded	Survey Population	Number of Responses Received	Survey Response Rate
Luminate 2023	May and June 2023	172	113	66%
Luminate 2020	February and March 2020	178	127	71%
Luminate 2014	September and October 2014	51	28	55%

Survey Year	Year of Active Grants
Luminate 2023	2022
Luminate 2020	2019
Luminate 2014	2013

Throughout this report, Luminate's survey results are compared to CEP's broader dataset of more than 50,000 grantee responses from over 300 funders built up over more than a decade of grantee surveys. A list of some funders who have recently participated in the GPR can be found at <https://cep.org/gpr-participants/>.

In order to protect the confidentiality of respondents results are not shown when CEP received fewer than eight responses to a specific question.

### Subgroups

In addition to showing Luminate's overall ratings, this report shows ratings segmented by Receipt of Beyond-the-Grant Assistance. The online version of this report also shows ratings segmented by Receipt of Beyond-the-Grant Assistance, Organizational Operating Budget, Type of Funding, Length of Organization Operation, Respondent' Gender, and Respondent' Sexuality.

Receipt of Beyond-the-Grant Assistance	Number of Responses
Received beyond-the-grant assistance	93
Did not receive beyond-the-grant assistance	18

Operating Budget of Grantee Organization	Number of Responses
<\$499K	27
\$500K - \$999K	24
\$1MM - \$4.9MM	38
\$5MM - \$24MM	12

Type of Funding	Number of Responses
Unrestricted Funding	51
Restricted Funding	58

Length of Organization Operation	Number of Responses
Less than 4 years	21
5 to 9 years	32
10 years or more	60

Respondent Gender	Number of Responses
Identifies as a Man	55
Identifies as a Woman	47

Respondent Sexuality	Number of Responses
Identifies as a member of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community	11
Does not identify as a member of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community	91

## Subgroup Methodology and Differences

The following page outlines the methodology used to determine the subgroups that are displayed in the report, along with any differences in grantee perceptions. Differences should be interpreted in the context of Luminate's goals and strategy.

CEP conducts statistical analysis on groups of 10 or larger. Ratings described as "significantly" higher or lower reflect statistically significant differences at a P-value less than or equal to 0.1. Ratings described as "trending" higher or lower reflect a 0.3-point difference larger or smaller than the overall average rating.

Within the analysis, CEP uses certain words to correspond to a specific number of differences. "Few" corresponds to 5-9 measures, "several" corresponds to 10-14, "many" corresponds to 15-19, and "most" corresponds to 20 or more measures.

## Subgroup Methodology

**Receipt of Beyond-the-Grant Assistance :** Using data grantees provided in the survey, CEP tagged grantees based on whether or not a grantee has received beyond-the-grant assistance or not.

**Operating Budget of Grantee Organization:** Using data grantees provided in the survey, CEP tagged grantees based on the operating budget of their organization.

**Type of Funding:** Using data grantees provided in the survey, CEP tagged grantees based on whether a grantee received unrestricted or restricted funding.

**Length of Organization Operation:** Using the grantee list provided by Luminate, CEP tagged grantees based on length of time their organization has been in business.

**Respondent Gender:** Using data grantees provided in the survey, CEP tagged grantees based on their gender identity. Those segmented as "Identifies as a Man" selected "Man" only, and those segmented as "Identifies as a Woman" selected "Woman" only.

**Respondents' Sexuality:** Using data grantees provided in the survey, CEP tagged grantees based on their sexual identity.

## Subgroup Differences

**Receipt of Beyond-the-Grant Assistance:** Ratings from grantees that did not receive beyond-the-grant assistance *trend lower* than Luminate's overall average on several measures related to field impact and understanding, DEI, and relationships.

**Operating Budget of Grantee Organization:** Organizations with budgets of \$1MM or more provide *significantly more positive* ratings on several measures related to understanding, relationships, and the reporting process.

**Type of Funding:** Grantees that received restricted funding provide *significantly more positive* ratings on a few measures related to understanding and communications.

**Length of Organization Operation:** Organizations operating for 10 years or more provide *significantly more positive* ratings on a few measures related to field impact and understanding, as well as relationships.

**Respondent Gender:** Grantees that identified exclusively as a woman provide *significantly less positive* ratings than grantees that identified exclusively as a man on a few measures related to organizational impact and relationships. For more information, please see the "Respondent Demographics" [section](#).

**Respondent Sexuality:** There are no consistent, significant differences when responses are analyzed by respondent sexuality.



## Comparative Cohorts

### Customized Cohort

Luminate selected a set of 18 funders to create a smaller comparison group that more closely resembles Luminate in scale and scope.

Custom Cohort

Democracy Fund
Ford Foundation
Foundation for a Just Society
Humanity United
Imaginable Futures
John D. and Catherine T. MacArthur Foundation
John S. and James L. Knight Foundation
Luminate
Oak Foundation
Omidyar Network
Porticus
Rockefeller Brothers Fund
Skoll Foundation
The Children's Investment Fund Foundation
The David and Lucile Packard Foundation
The William and Flora Hewlett Foundation
Tinker Foundation Inc.
Unbound Philanthropy

### Standard Cohorts

CEP also included 18 standard cohorts to allow for comparisons to a variety of different types of funders.

### Strategy Cohorts

Cohort Name	Count	Description
Small Grant Providers	36	Funders with median grant size of \$20K or less
Large Grant Providers	110	Funders with median grant size of \$200K or more
High Touch Funders	34	Funders for which a majority of grantees report having contact with their primary contact monthly or more often
Proactive Grantmakers	106	Funders that make at least 90% of grants by invitation only
Responsive Grantmakers	103	Funders that make at most 10% of grants by invitation only
Intermediary Funders	23	Funders that primarily regrant philanthropic dollars
International Funders	66	Funders that fund outside of their own country
European Funders	27	Funders that are headquartered in Europe

### Annual Giving Cohorts

Cohort Name	Count	Description
-------------	-------	-------------

Funders Giving Less Than \$5 Million	58	Funders with annual giving of less than \$5 million
Funders Giving \$50 Million or More	88	Funders with annual giving of \$50 million or more

### Foundation Type Cohorts

Cohort Name	Count	Description
Private Foundations	170	All private foundations in the GPR dataset
Family Foundations	85	All family foundations in the GPR dataset
Community Foundations	41	All community foundations in the GPR dataset
Health Conversion Foundations	30	All health conversion foundations in the GPR dataset
Corporate Foundations	25	All corporate foundations in the GPR dataset

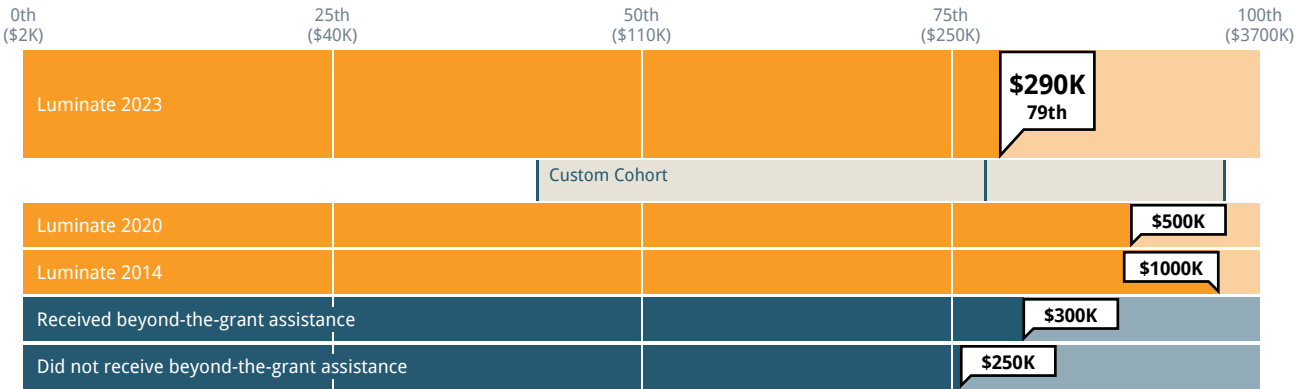
### Other Cohorts

Cohort Name	Count	Description
Funders Outside the United States	42	Funders that are primarily based outside the United States
Recently Established Foundations	52	Funders that were established in 2000 or later
Funders Surveyed During COVID-19	172	Funders who surveyed grantees during COVID-19 (2020 - 2022)

## Grantmaking Characteristics

Funders make different choices about the ways they organize themselves, structure their grants, and the types of grantees they support. The following charts and tables show some of these important characteristics. The information is based on self-reported data from funders and grantees, and further detail is available in the Contextual Data section of this report.

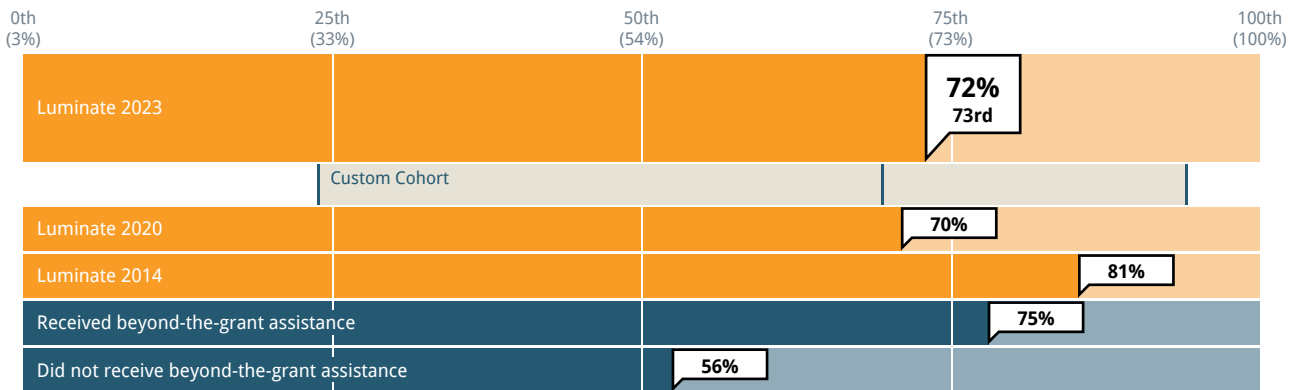
### Median Grant Size



Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

### Proportion of Multi-year Grants

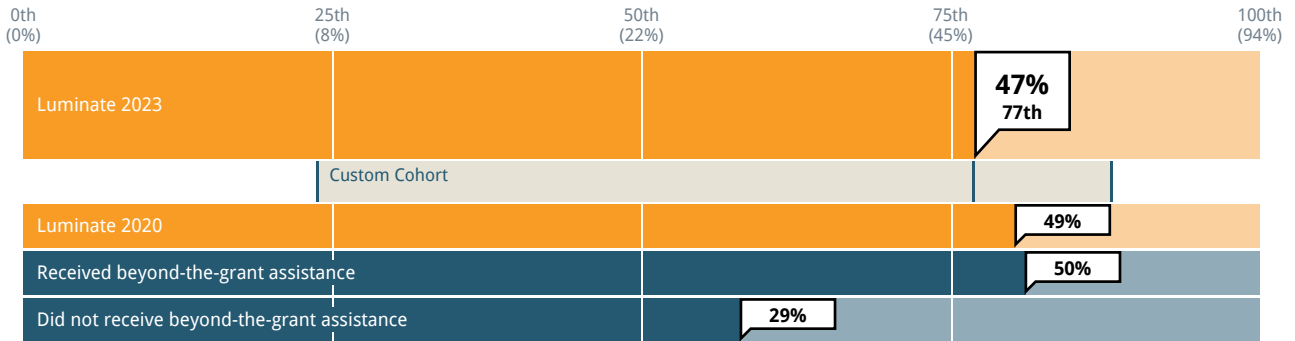
Proportion of grantees that report receiving grants for two years or longer



Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

## Proportion of Unrestricted Funding

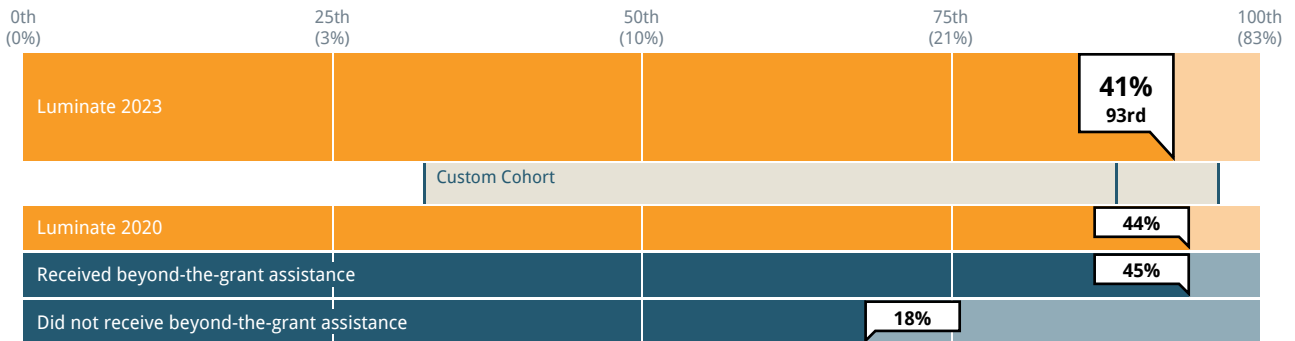
Proportion of grantees responding 'No, this funding was not restricted to a specific use (e.g., general operating, core support)'



Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

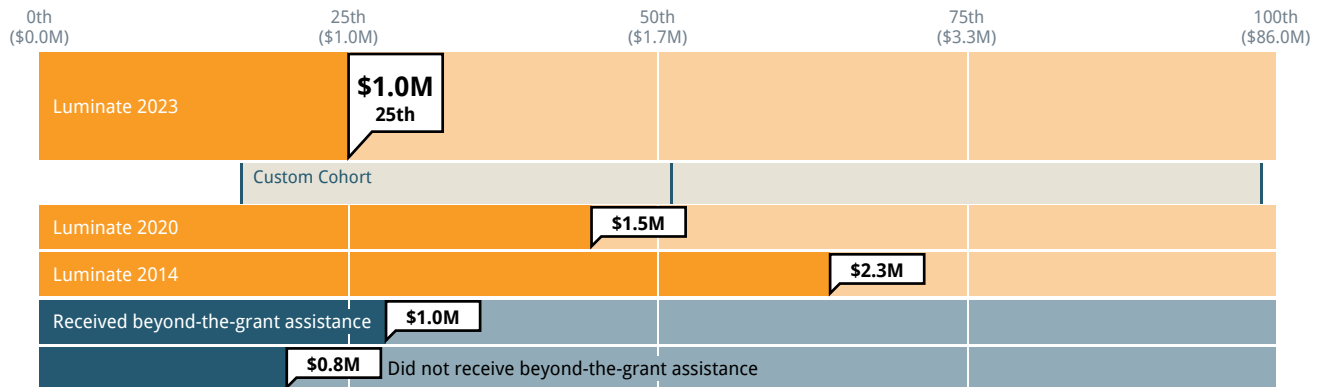
## Proportion of Multi-year Unrestricted Grants

Proportion of grantees that report receiving grants for two years or longer and who report receiving general operating support funding that was not restricted to a specific use.



Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

## Median Organizational Budget



Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

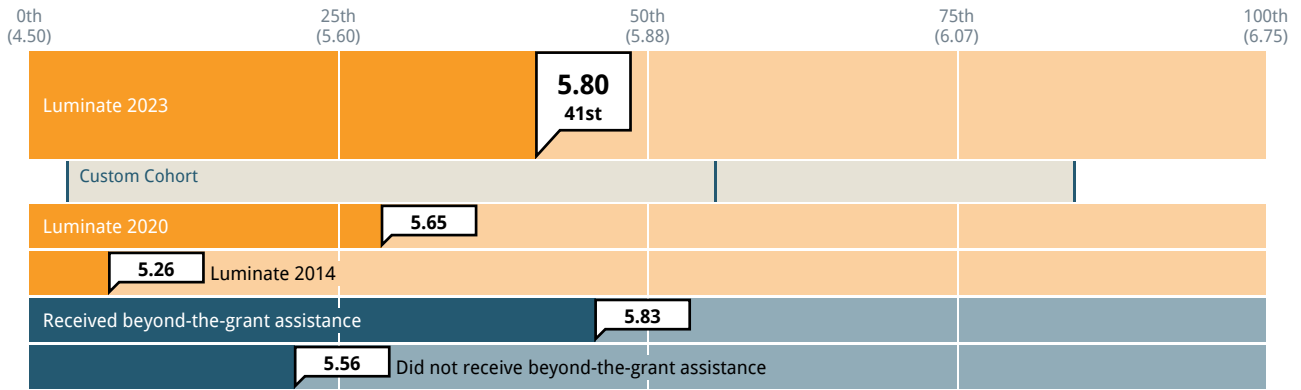
Selected Cohort: Custom Cohort					
Grant History	Luminate 2023	Luminate 2020	Luminate 2014	Average Funder	Custom Cohort
Percentage of first-time grants	46%	66%	48%	29%	35%

Selected Cohort: Custom Cohort				
Program Staff Load	Luminate 2023	Luminate 2020	Median Funder	Custom Cohort
Dollars awarded per program full-time employee	\$1.8M	\$2.5M	\$2.6M	\$3M
Applications per program full-time employee	7	5	24	8
Active grants per program full-time employee	15	10	31	25

## Impact on and Understanding of Grantees' Fields

### Overall, how would you rate Luminate's impact on your field?

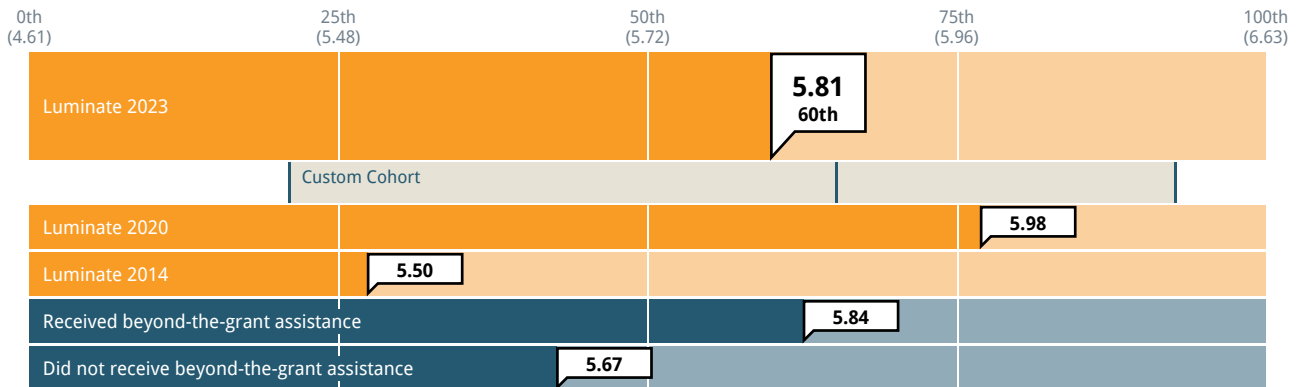
1 = No impact    7 = Significant positive impact



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### How well does Luminate understand the field in which you work?

1 = Limited understanding of the field    7 = Regarded as an expert in the field

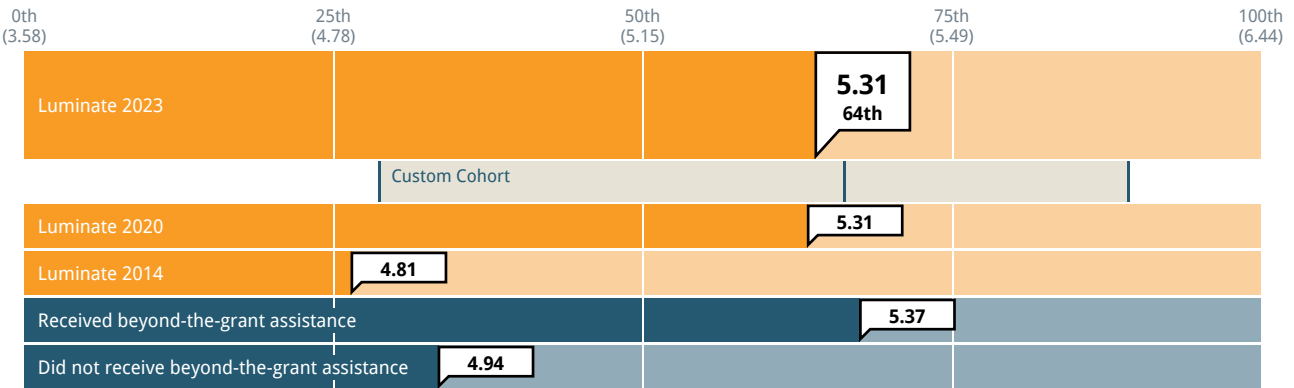


Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

## Advancing Knowledge and Public Policy

### To what extent has Luminate advanced the state of knowledge in your field?

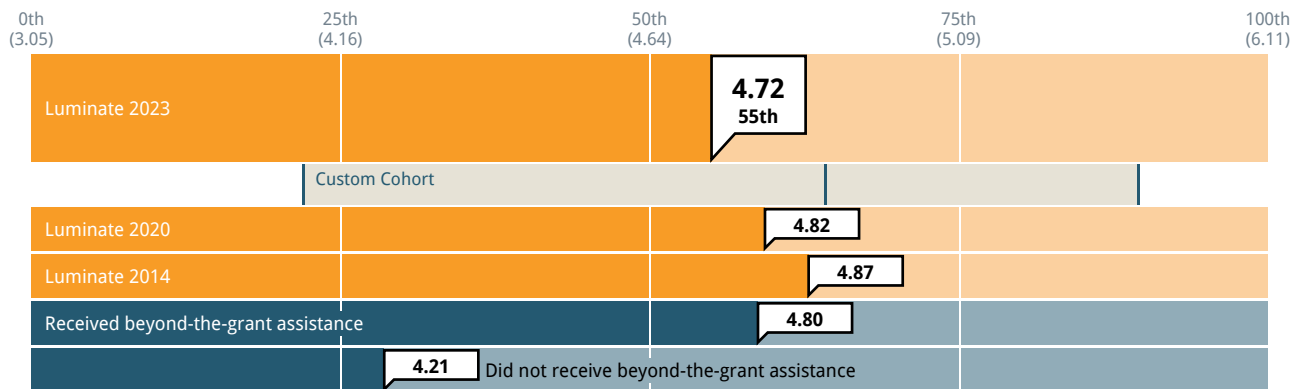
1 = Not at all    7 = Leads the field to new thinking and practice



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### To what extent has Luminate affected public policy in your field?

1 = Not at all    7 = Major influence on shaping public policy

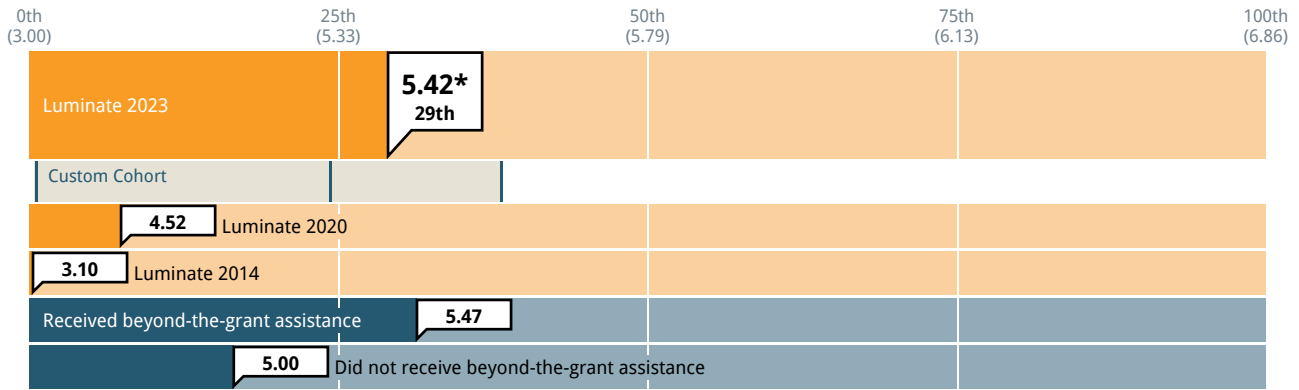


Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

## Impact on and Understanding of Grantees' Local Communities

### Overall, how would you rate Luminate's impact on your local community?

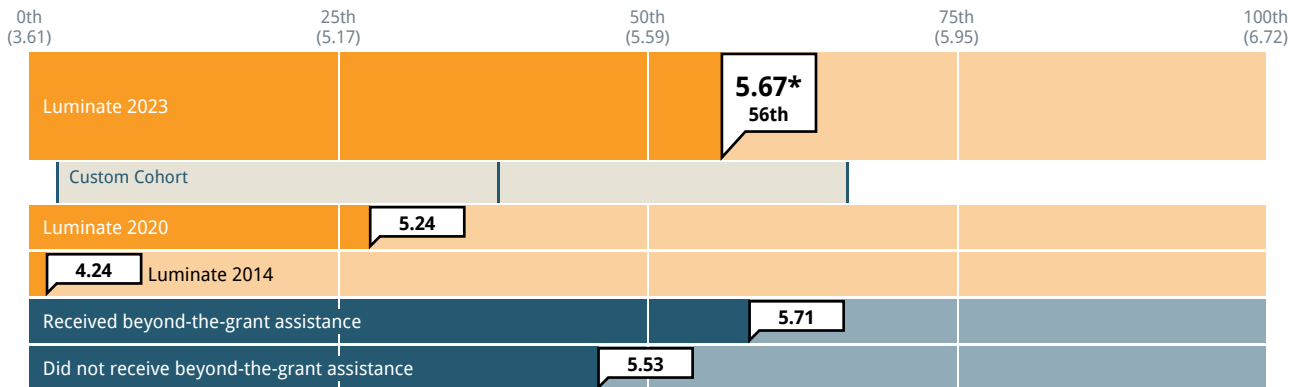
1 = No impact    7 = Significant positive impact



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### How well does Luminate understand the local community in which you work?

1 = Limited understanding of the community    7 = Regarded as an expert in the community



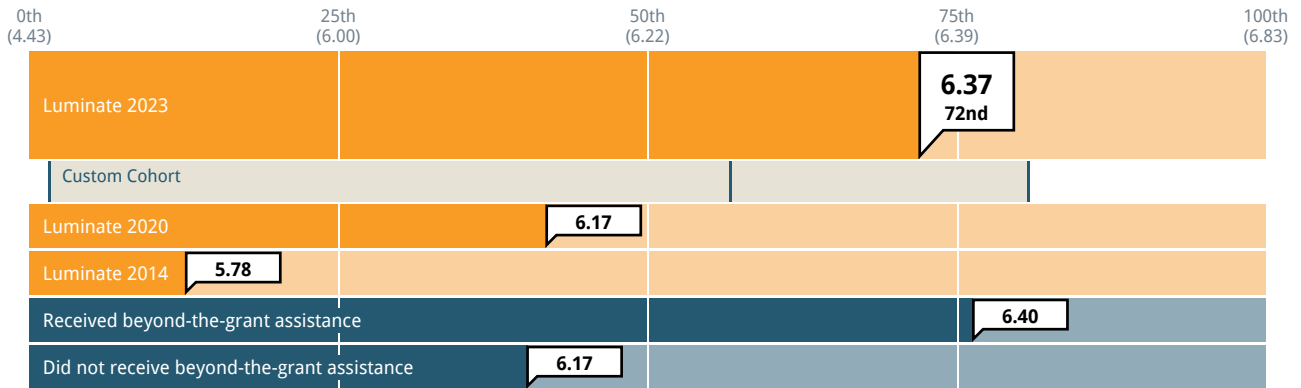
Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance



## Impact on and Understanding of Grantees' Organizations

### Overall, how would you rate Luminate's impact on your organization?

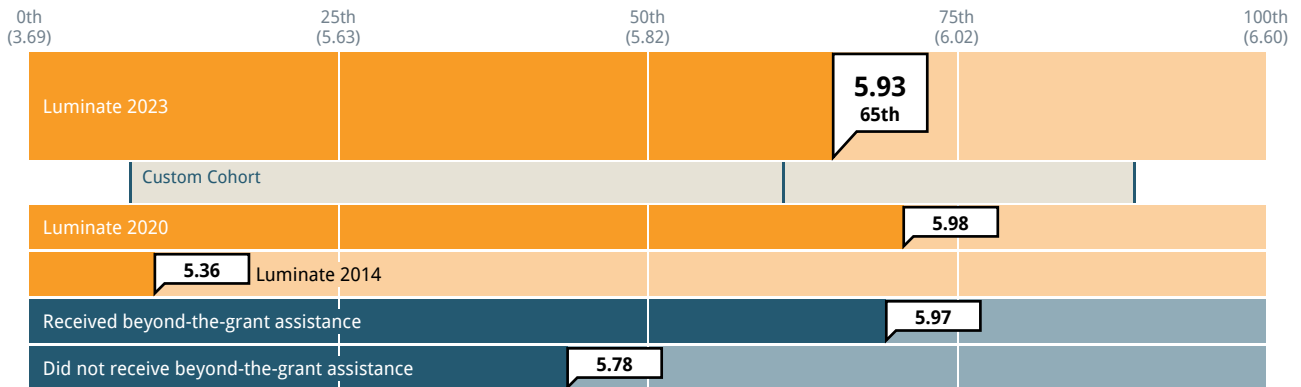
1 = No impact    7 = Significant positive impact



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### How well does Luminate understand your organization's strategy and goals?

1 = Limited understanding    7 = Thorough understanding

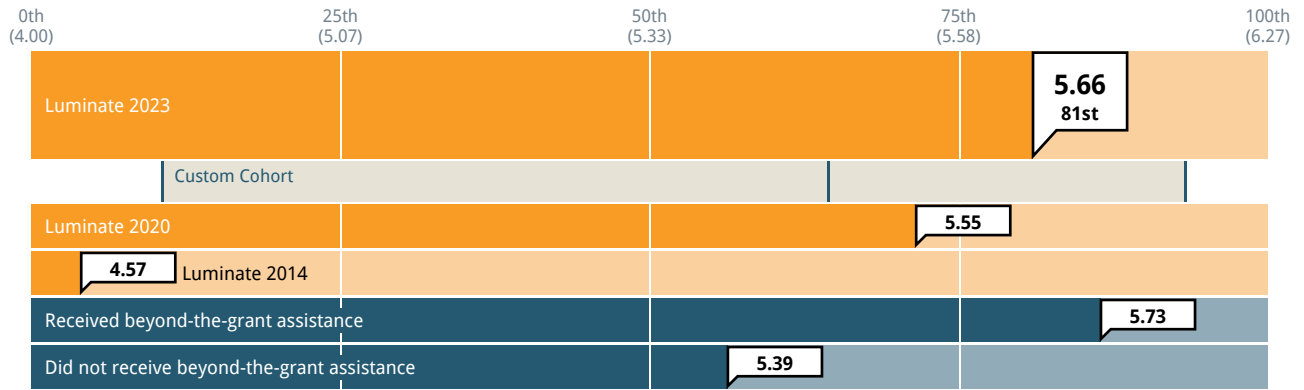


Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

## Grantee Challenges

How aware is Luminate of the challenges that your organization is facing?

1 = Not at all aware 7 = Extremely aware



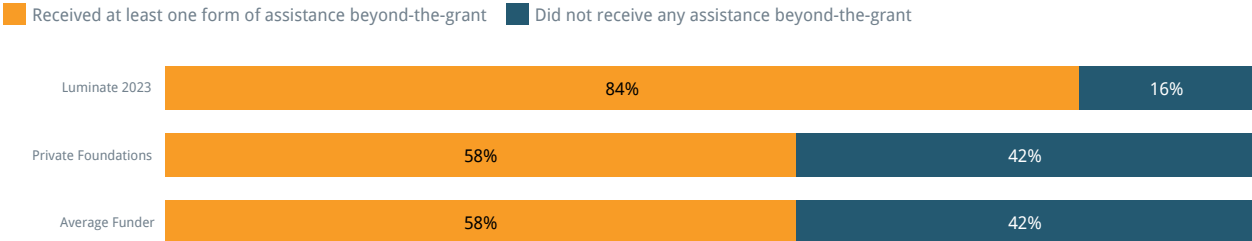
Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

# Beyond-the-grant Assistance

**Note:** Respondents could select all forms of beyond-the-grant assistance they received in the survey. Therefore, the following chart provides a summary of the proportion of grantees who indicated that they received at least one form of beyond-the-grant assistance.

The following questions were recently added to the grantee survey and depict comparative data from fewer than 50 funders in the dataset.

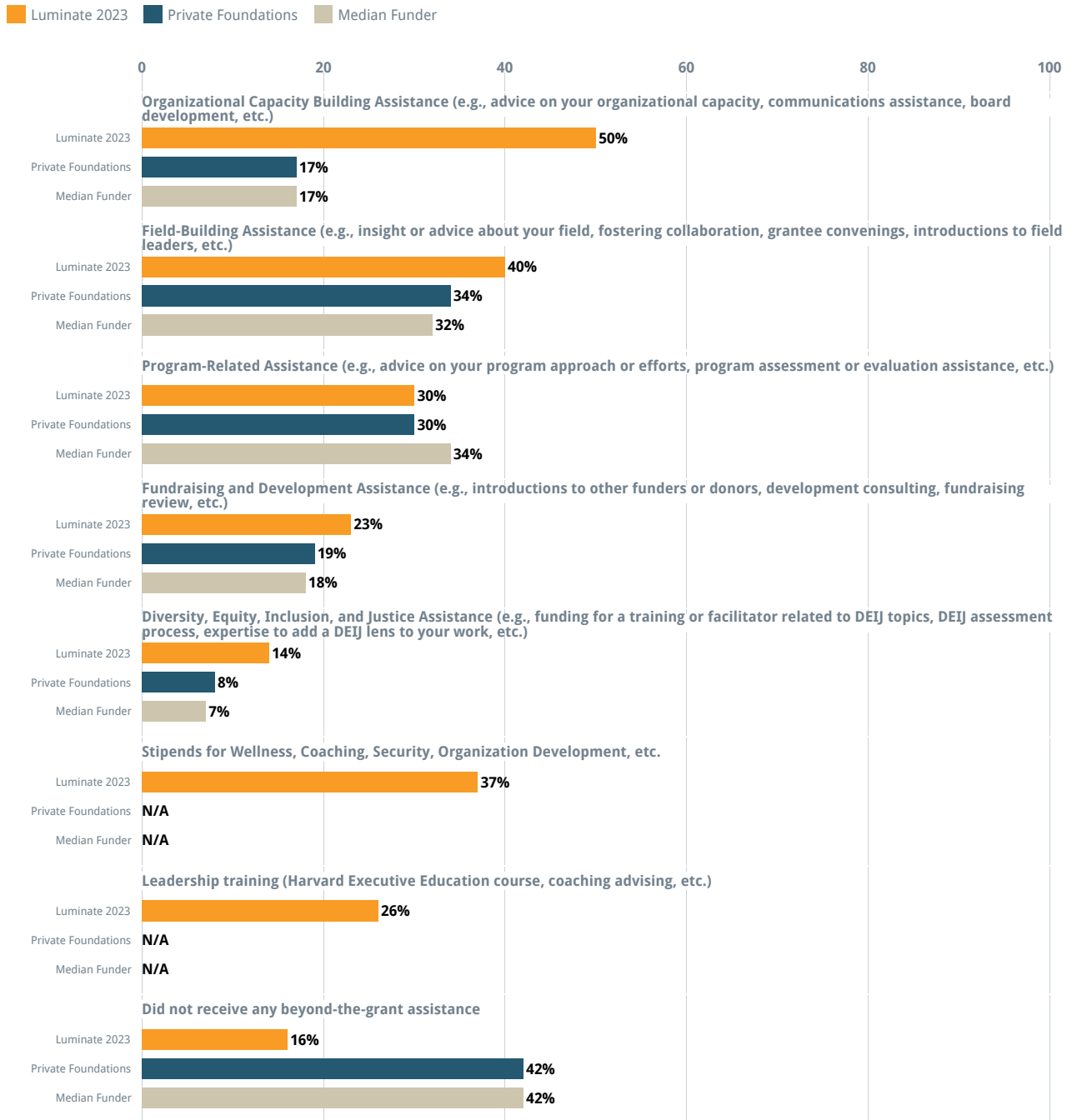
## Proportion of Grantees Receiving Beyond-the-grant Assistance



Cohort: Private Foundations Past results: on

In the survey, respondents were asked about the beyond-the-grant assistance they received in a check-all-that-apply format. Therefore, the following charts provide greater detail on the previous beyond-the-grant assistance question.

Please indicate any types of beyond-the-grant assistance that were a component of what you received from Luminate (from staff or a third party paid for by Luminate).



Cohort: Private Foundations Past results: on

Note: The following question was asked only of grantees who indicated receiving at least one form of beyond-the-grant assistance in the previous question.

**Please rate the extent to which you agree with the following statements about the beyond-the-grant support you received from Luminate:**

1 = Not at all    7 = To a great extent

■ Luminate 2023    ■ Private Foundations    ■ Median Funder

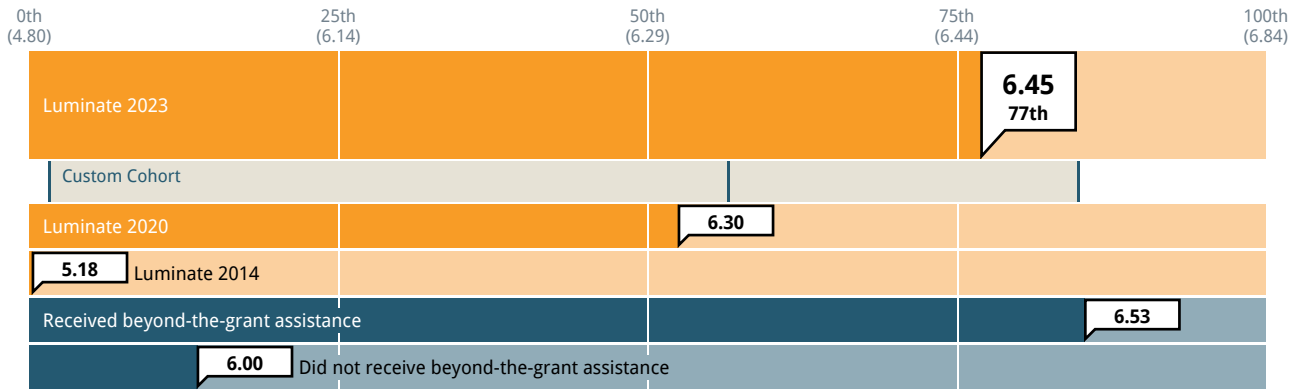


Cohort: Private Foundations    Past results: on

## Funder-Grantee Relationships

### How comfortable do you feel approaching Luminate if a problem arises?

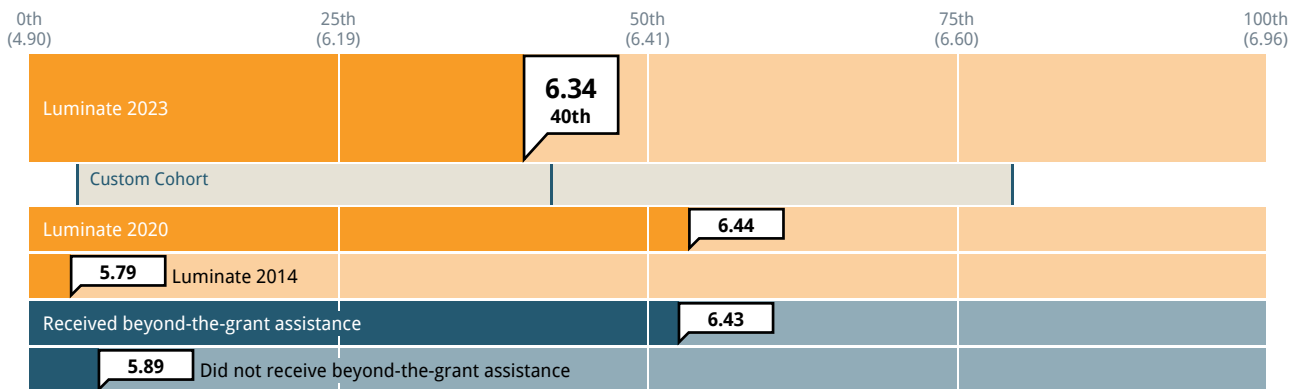
1 = Not at all comfortable 7 = Extremely comfortable



Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

### Overall, how responsive was Luminate staff?

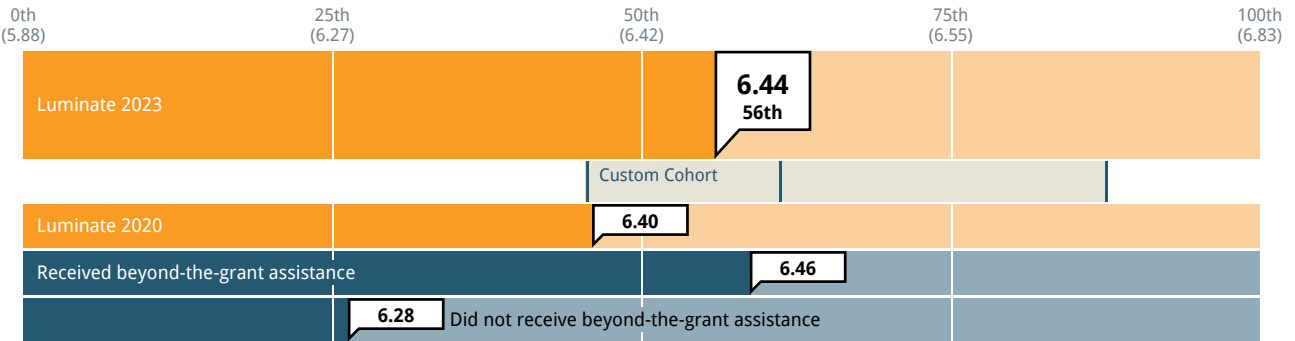
1 = Not at all responsive 7 = Extremely responsive



Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

**To what extent did Luminate exhibit trust in your organization's staff during this grant?**

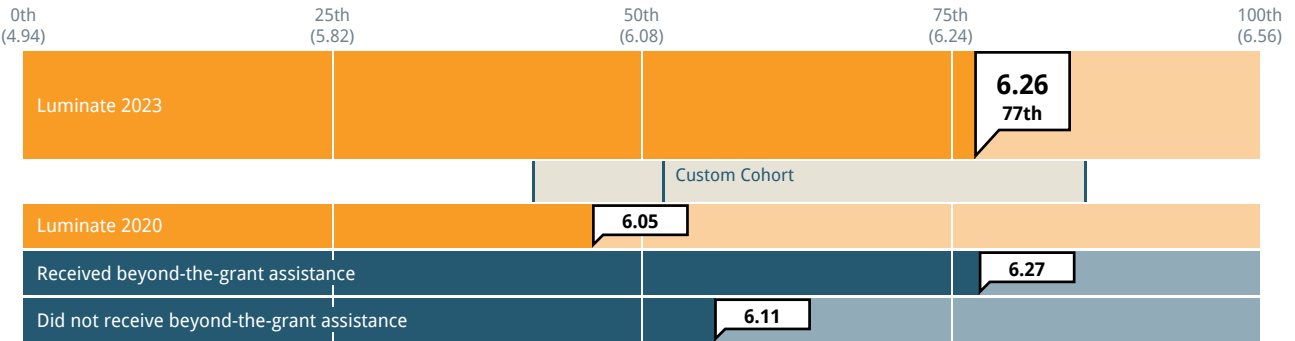
1 = Not at all    4 = Somewhat    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

**To what extent did Luminate exhibit candor about Luminate's perspectives on your work during this grant?**

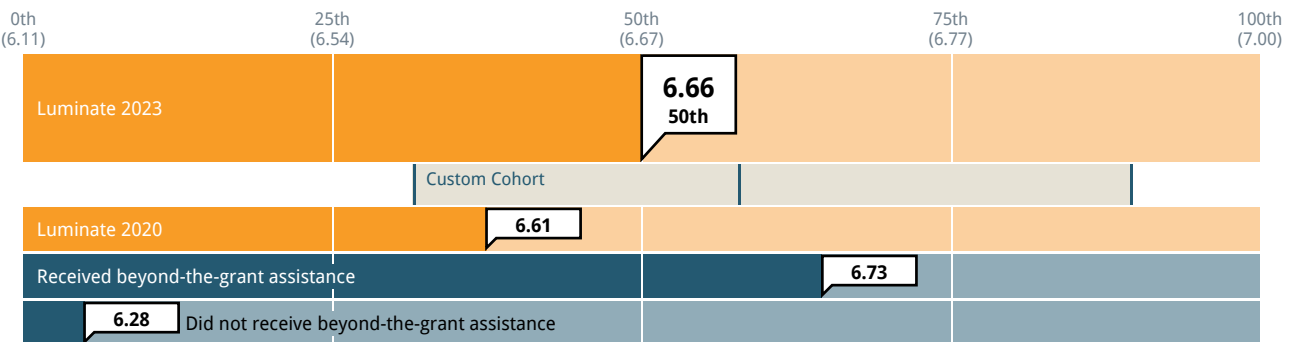
1 = Not at all    4 = Somewhat    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

**To what extent did Luminate exhibit respectful interaction during this grant?**

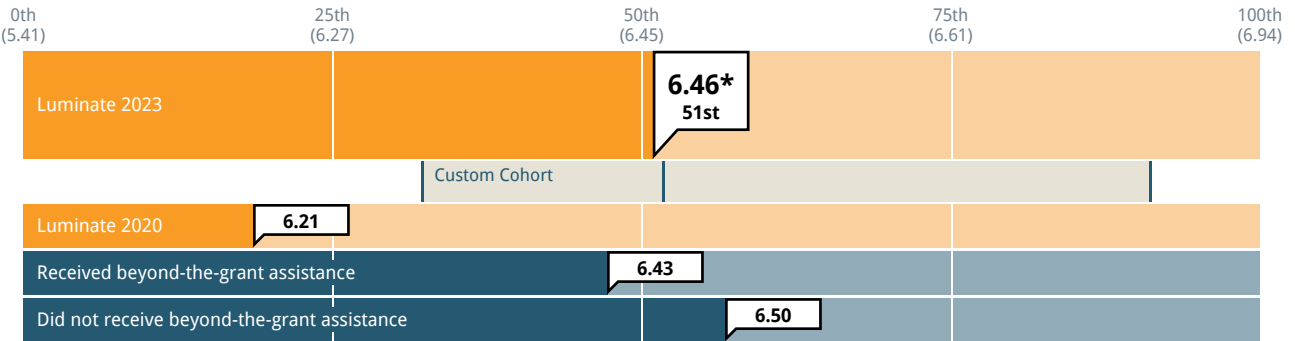
1 = Not at all    4 = Somewhat    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### To what extent did Luminate exhibit compassion for those affected by your work during this grant?

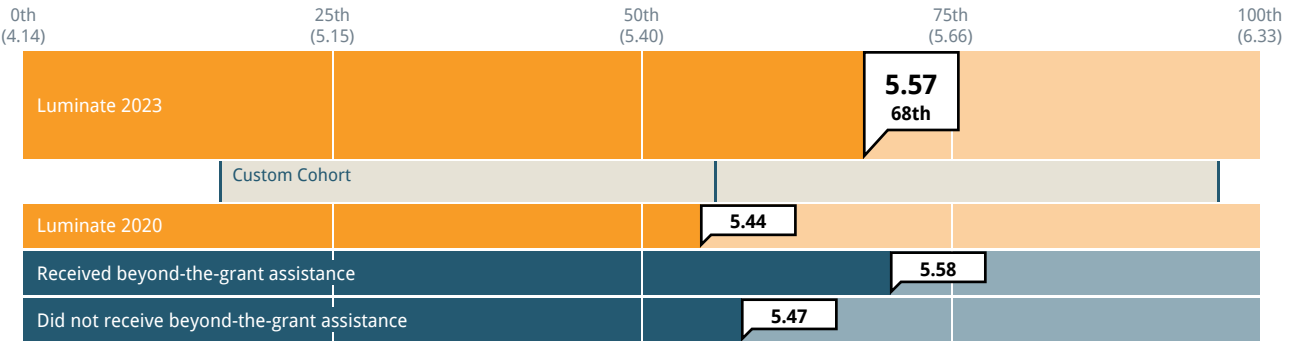
1 = Not at all    4 = Somewhat    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### To what extent is Luminate open to ideas from grantees about its strategy?

1 = Not at all    7 = To a great extent



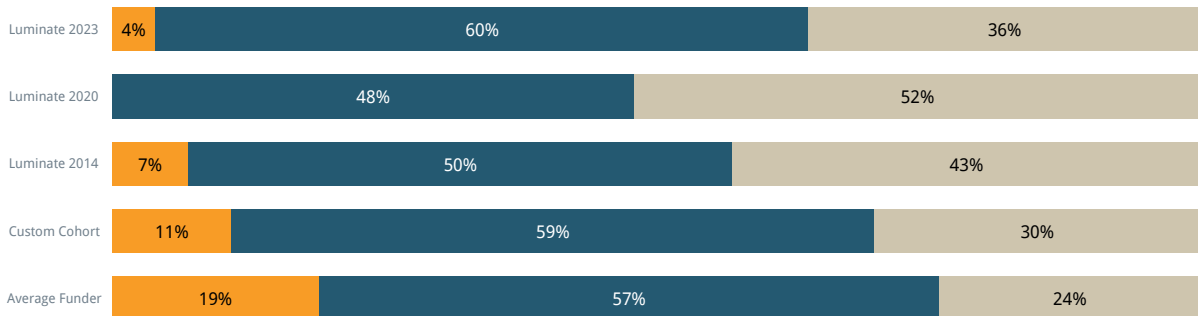
Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance



## Interaction Patterns

### How often do/did you have contact with your primary contact during this grant?

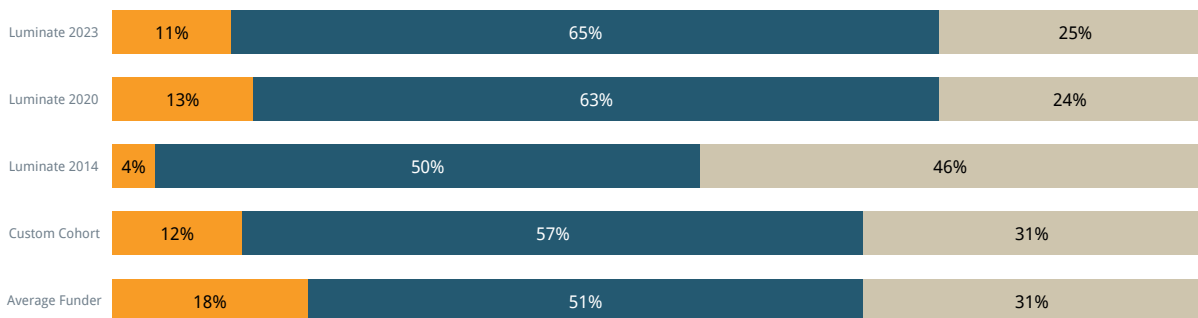
Yearly or less often    Once every few months    Monthly or more often



Cohort: Custom Cohort    Past results: on

### Who most frequently initiated the contact you had with your primary contact during this grant?

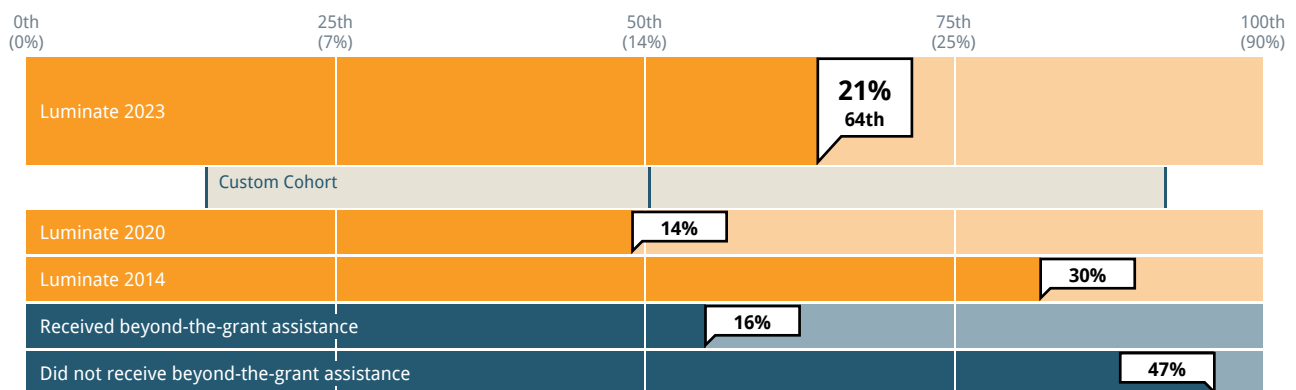
Primary Contact    Both of equal frequency    Grantee



Cohort: Custom Cohort    Past results: on

### Has your main contact at Luminate changed in the past six months?

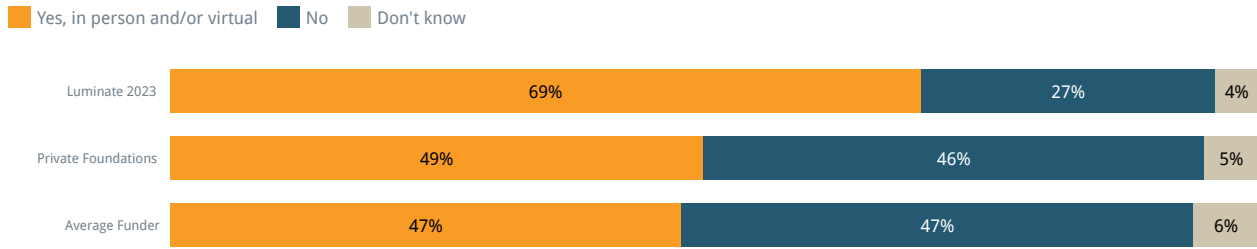
Proportion of grantees responding 'Yes'



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

Please note that CEP recently modified the following question. The prior question was: "At any point during this grant, including the selection process, did the Foundation staff visit your offices or programs?" The question anchors have not been modified.

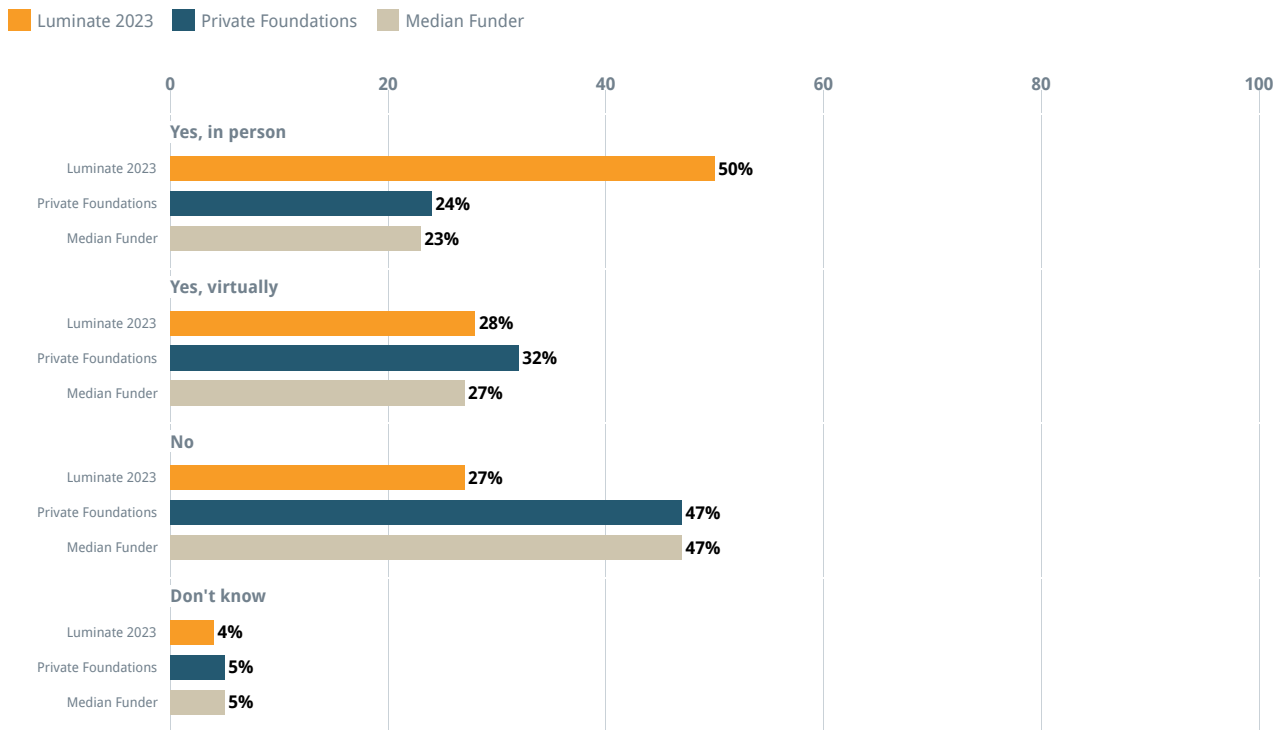
**At any point during this grant, including the selection process, did Luminate staff conduct a site visit?**



Cohort: Private Foundations Past results: on

In the survey, respondents were asked the site visit question in a check-all-that-apply format. Therefore, the following charts provide greater detail on the previous site visit question.

**At any point during this grant, including the selection process, did Luminate staff conduct a site visit?**

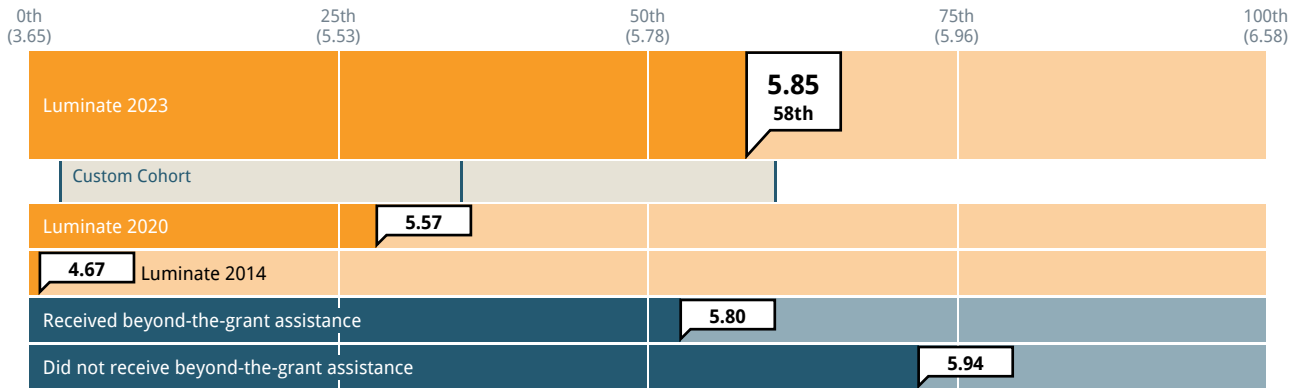


Cohort: Private Foundations Past results: on

## Communication

### How clearly has Luminate communicated its goals and strategy to you?

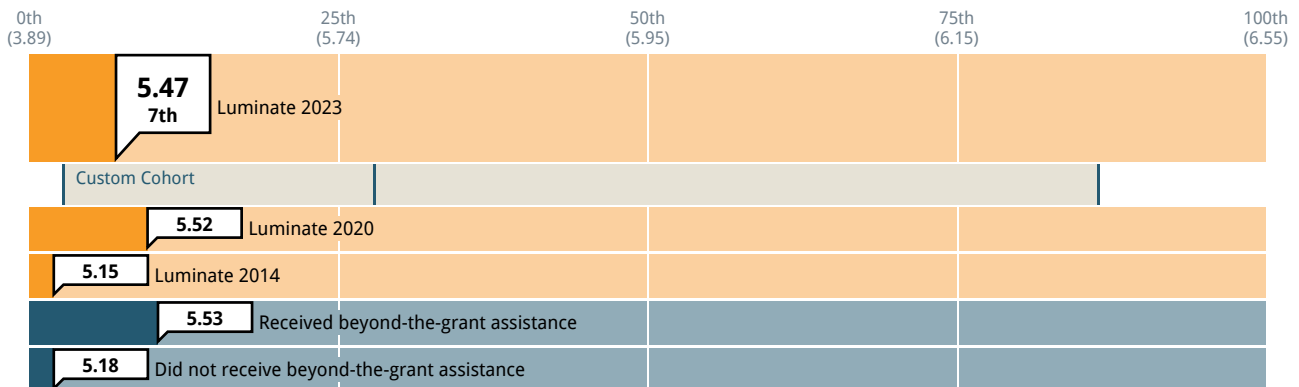
1 = Not at all clearly    7 = Extremely clearly



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### How consistent was the information provided by different communication resources, both personal and written, that you used to learn about Luminate?

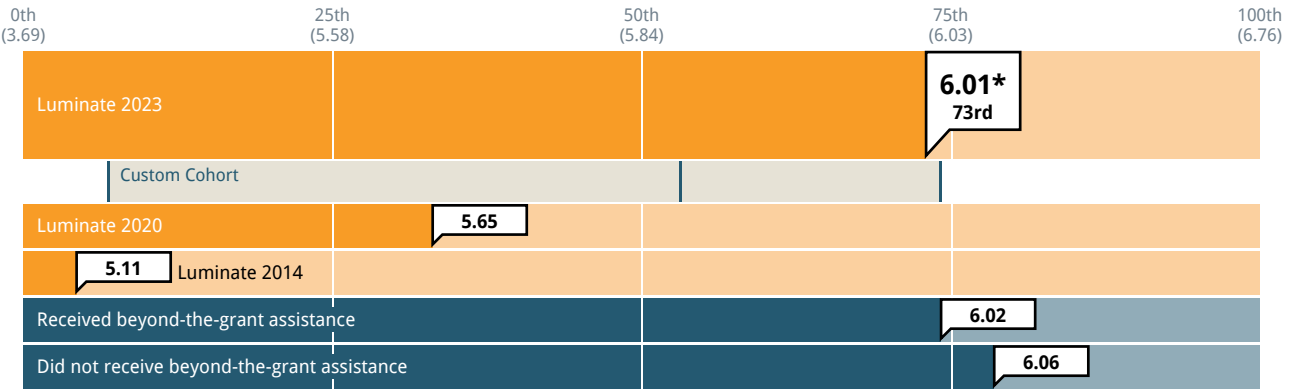
1 = Not at all consistent    7 = Completely consistent



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### Overall, how transparent is Luminate with your organization?

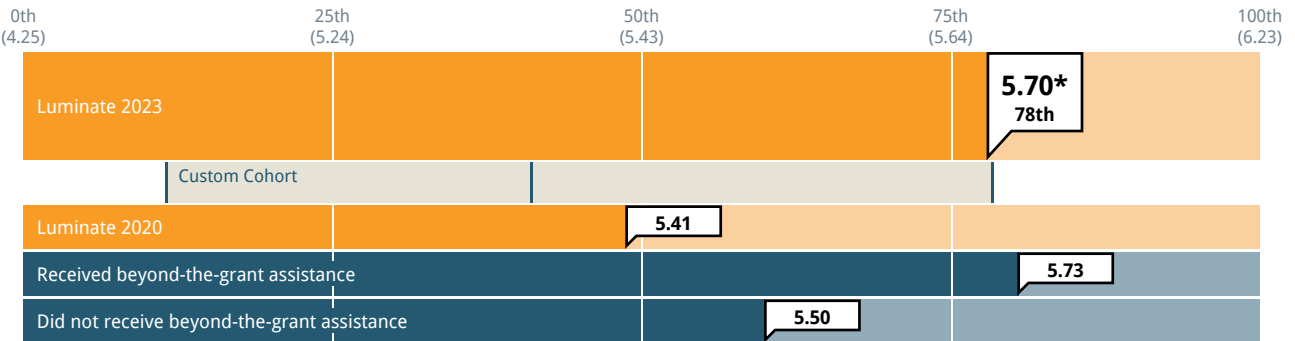
1 = Not at all transparent    7 = Extremely transparent



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### How well do you understand the way in which the work funded by this grant fits into Luminate's broader efforts?

1 = Limited understanding    7 = Thorough understanding

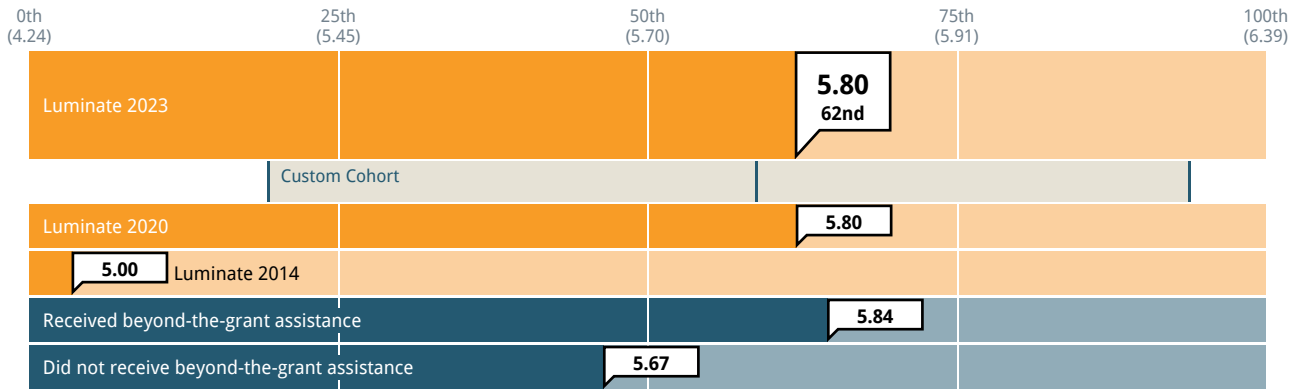


Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

## Contextual Understanding

### How well does Luminate understand the social, cultural, or socioeconomic factors that affect your work?

1 = Limited understanding    7 = Thorough understanding

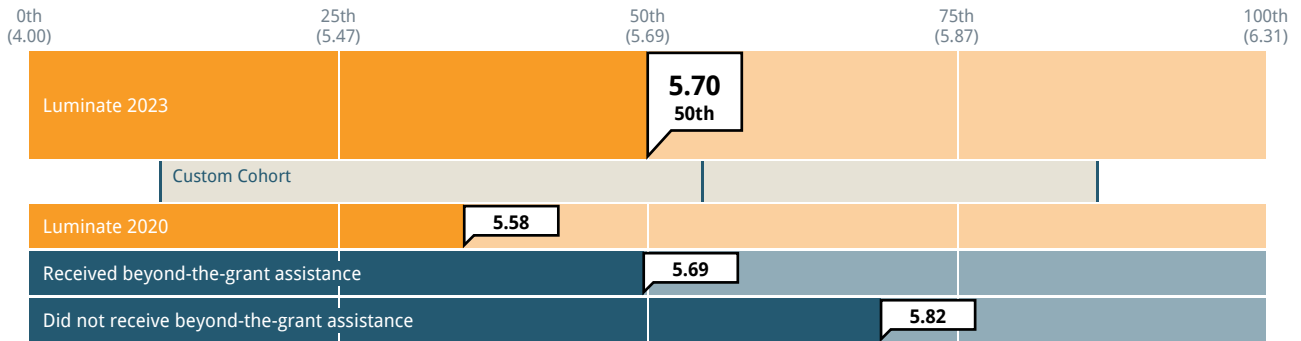


Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

In the following questions, we use the phrase “the people and communities that you serve” to refer to those your organization seeks to serve through the services and/or programs it provides.

### How well does Luminate understand the needs of the people and communities that you serve?

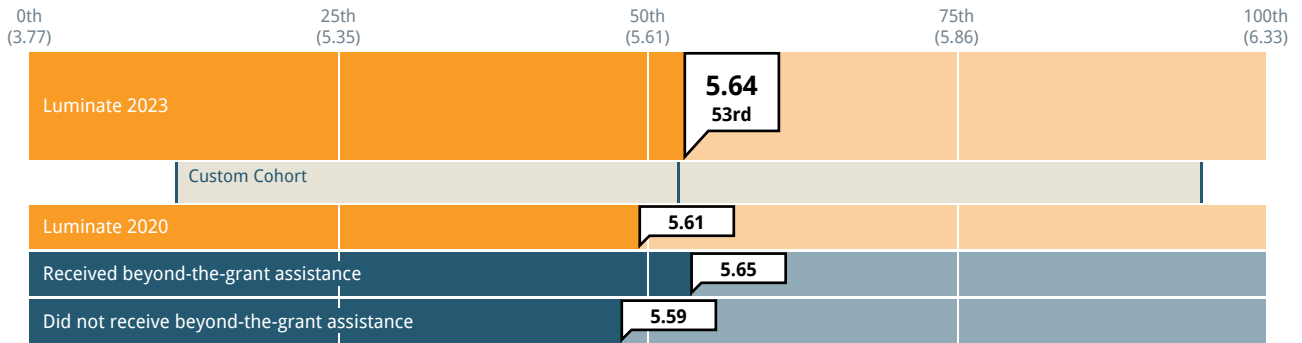
1 = Limited understanding    7 = Thorough understanding



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

**To what extent do Luminate's funding priorities reflect a deep understanding of the needs of the people and communities that you serve?**

1 = Not at all    7 = To a great extent



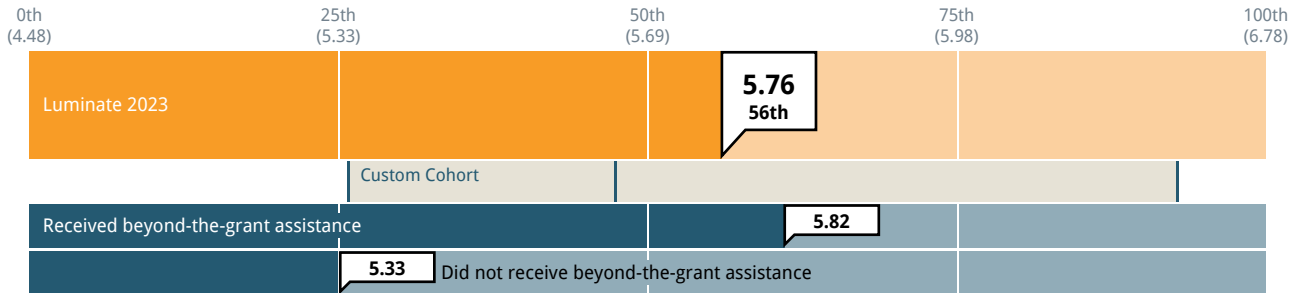
Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

## Diversity, Equity, Inclusion, and Justice

Please rate the extent to which you agree or disagree with the following statements about diversity, equity, inclusion, and justice:

### Luminate has clearly communicated what diversity, equity, inclusion, and justice means for its work

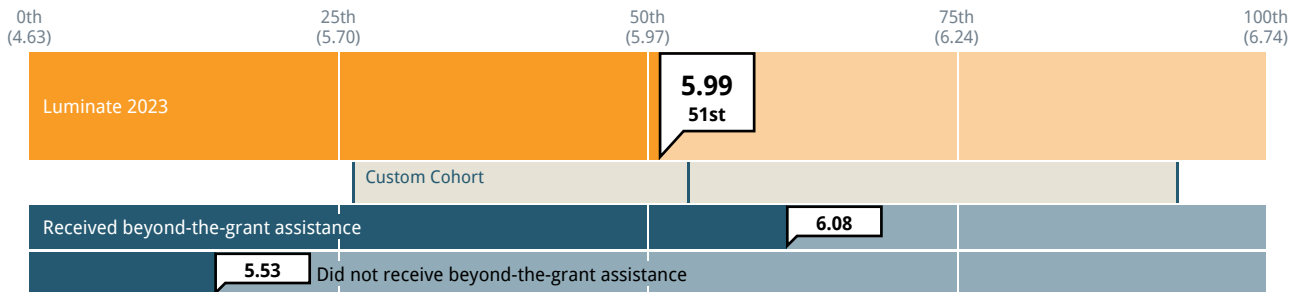
1 = Strongly disagree    4 = Neither agree nor disagree    7 = Strongly agree



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### Overall, Luminate demonstrates an explicit commitment to diversity, equity, inclusion, and justice in its work

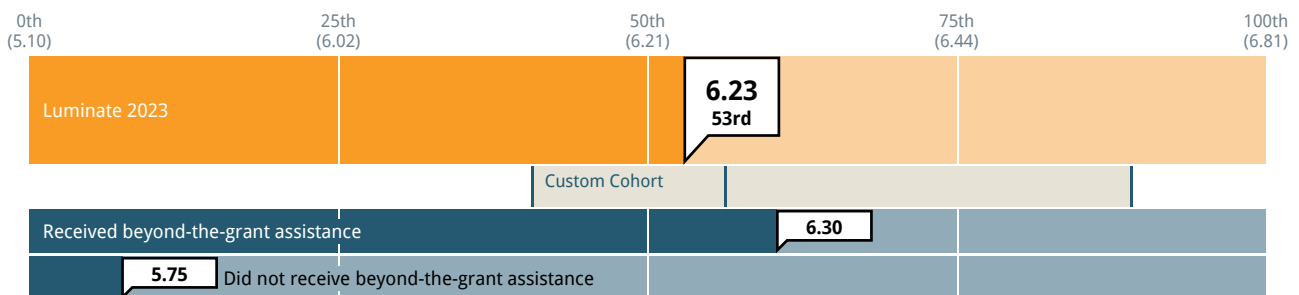
1 = Strongly disagree    4 = Neither agree nor disagree    7 = Strongly agree



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### Overall, most staff I have interacted with at Luminate embody a strong commitment to diversity, equity, inclusion, and justice

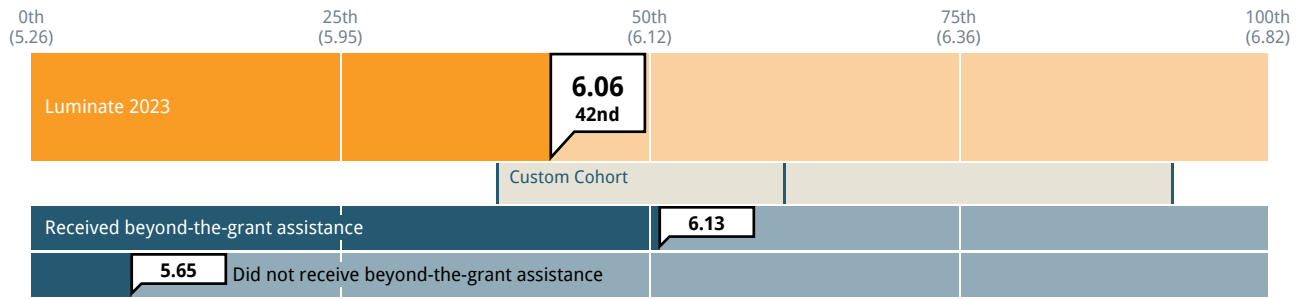
1 = Strongly disagree    4 = Neither agree nor disagree    7 = Strongly agree



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

## I believe that Luminate is committed to combatting racism

1 = Strongly disagree    4 = Neither agree nor disagree    7 = Strongly agree



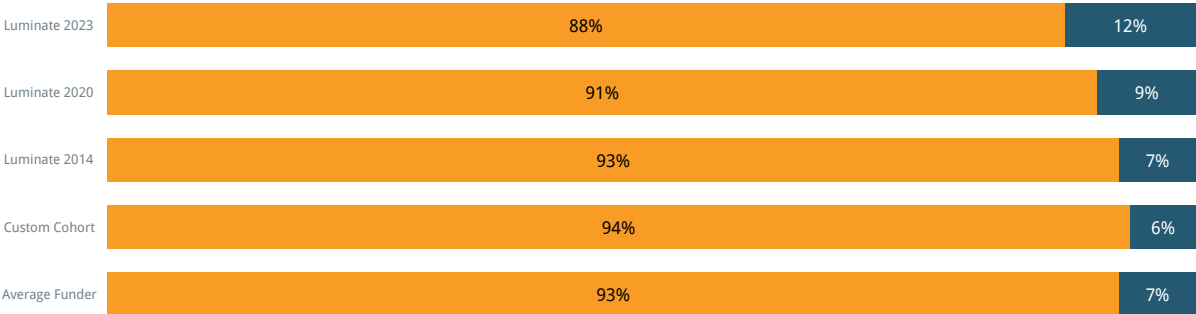
Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance



# Grant Processes

## Did you submit a proposal to Luminate for this grant?

Submitted a proposal   Did not submit a proposal



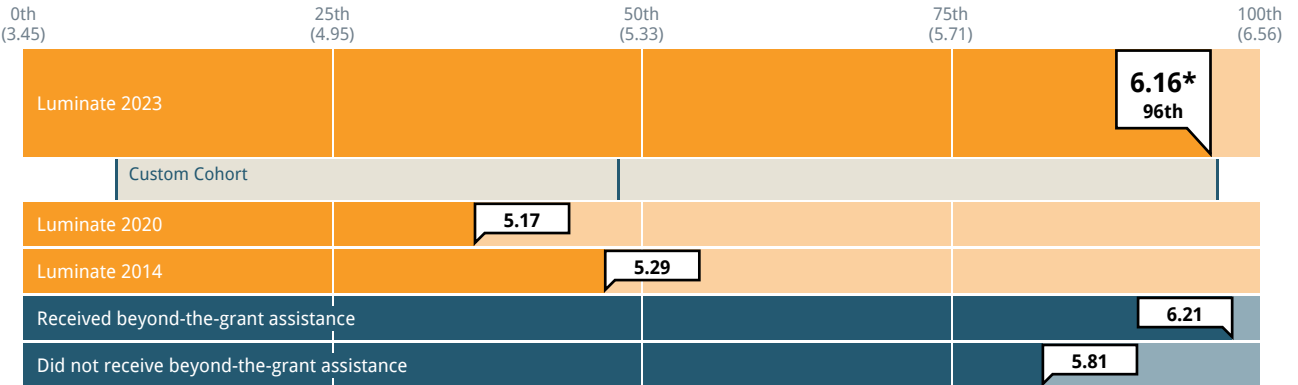
Cohort: Custom Cohort   Past results: on

## Selection Process

Please note that CEP modified the following question in 2022. The prior question text was: "How helpful was participating in the Foundation's selection process in strengthening the organization/program funded by the grant?" The corresponding anchors were "not at all helpful" and "extremely helpful."

### To what extent was Luminate's selection process a helpful opportunity to strengthen the efforts funded by the grant?

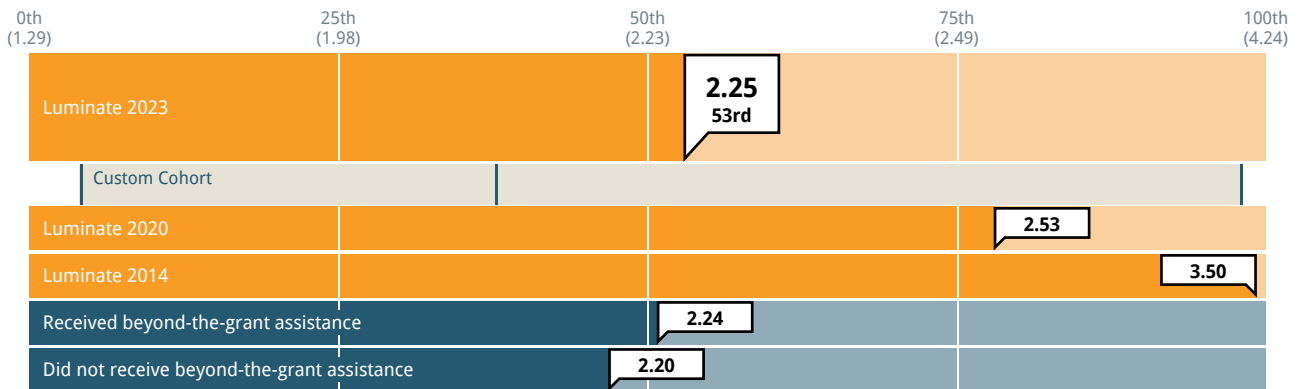
1 = Not at all    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### As you developed your grant proposal, how much pressure did you feel to modify your organization's priorities in order to create a grant proposal that was likely to receive funding?

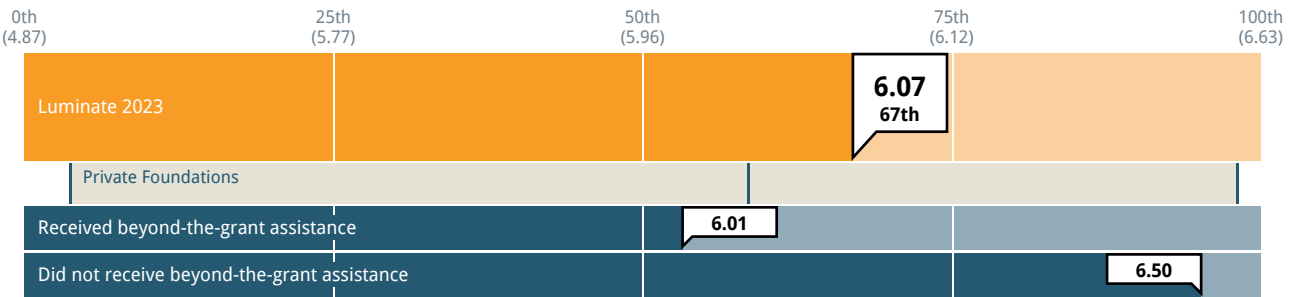
1 = No pressure    7 = Significant pressure



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

**To what extent was Luminate's selection process an appropriate level of effort given the amount of funding received?**

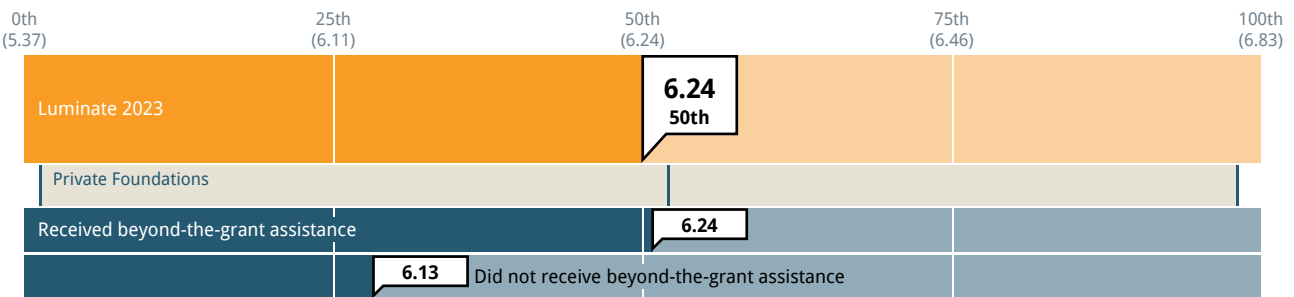
1 = Not at all 7 = To a great extent



Cohort: Private Foundations Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

**To what extent was Luminate clear and transparent about the selection process requirements and timelines?**

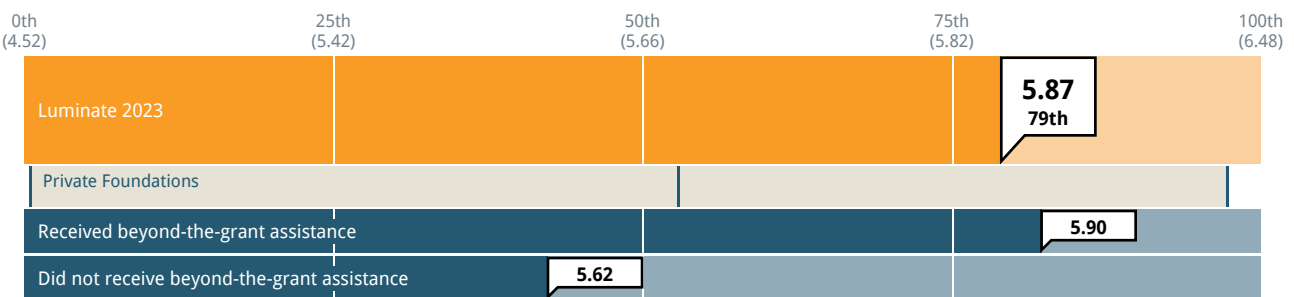
1 = Not at all 7 = To a great extent



Cohort: Private Foundations Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

**To what extent was Luminate clear and transparent about the criteria Luminate uses to decide whether a proposal would be funded or declined?**

1 = Not at all 7 = To a great extent



Cohort: Private Foundations Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

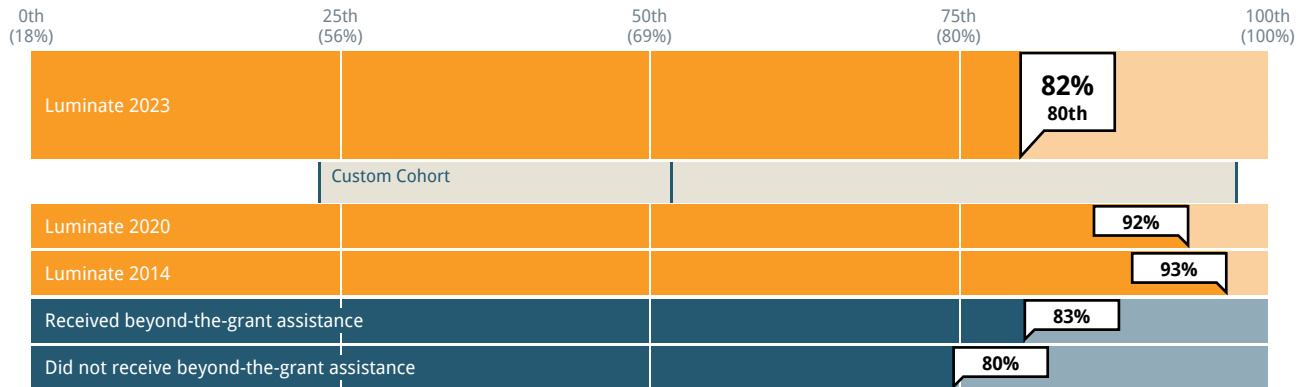
## Reporting and Evaluation Process

### Definition of Reporting and Evaluation

- "Reporting" - Luminate's standard oversight, monitoring, and grant reporting.
- "Evaluation" - formal activities *beyond reporting* undertaken by Luminate to assess or learn about a grant, a program, or Luminate's efforts.

**At any point during the proposal or the grant period, did Luminate and your organization exchange ideas regarding how your organization would assess the results of the work funded by this grant?**

Proportion of grantees responding 'Yes'



Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

### Participation in Reporting and/or Evaluation Processes

- Participated in a reporting process only
- Participated in an evaluation process only
- Participated in both a reporting and an evaluation process
- Participated in neither a reporting nor an evaluation process



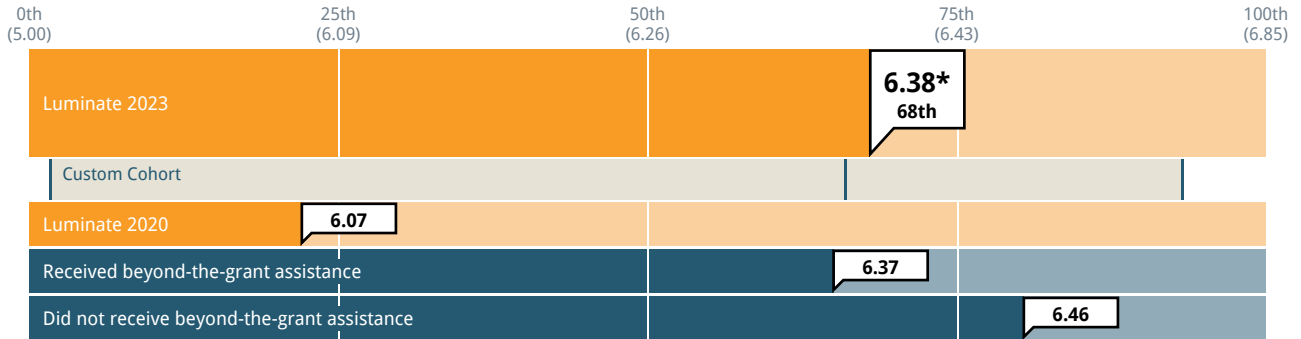
Cohort: Custom Cohort Past results: on

## Reporting Process

The following questions were only asked of grantees that indicated having participated in a reporting process. See the "Reporting and Evaluation Process" page for data on the proportion of grantees participating in this process.

### To what extent was Luminate's reporting process straightforward?

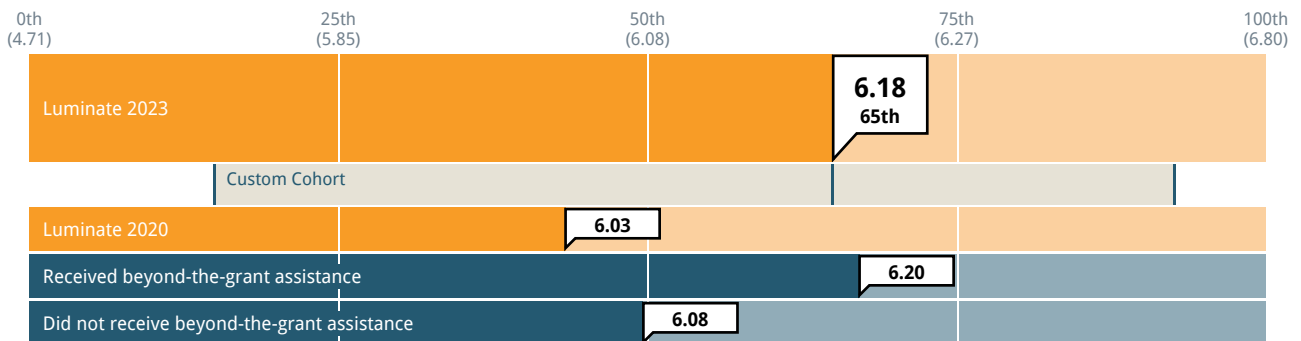
1 = Not at all    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### To what extent was Luminate's reporting process adaptable, if necessary, to fit your circumstances?

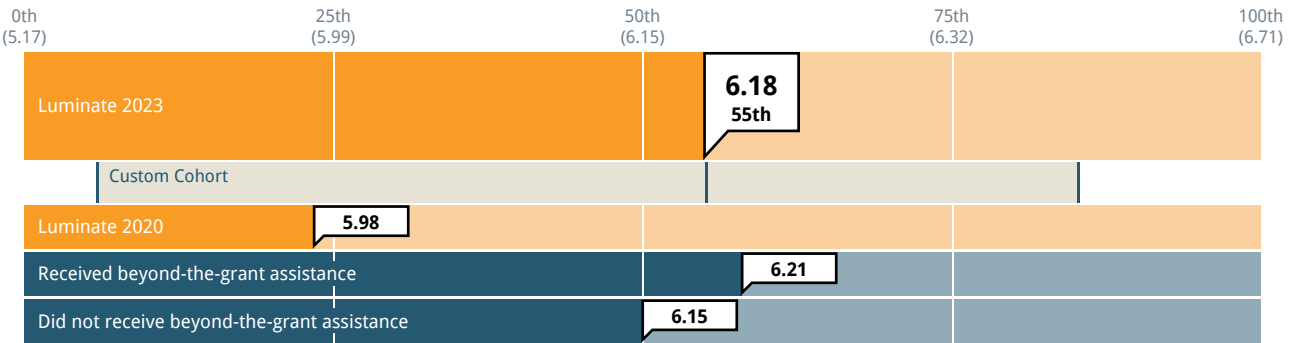
1 = Not at all    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### To what extent was Luminate's reporting process relevant, with questions and measures pertinent to the work funded by this grant?

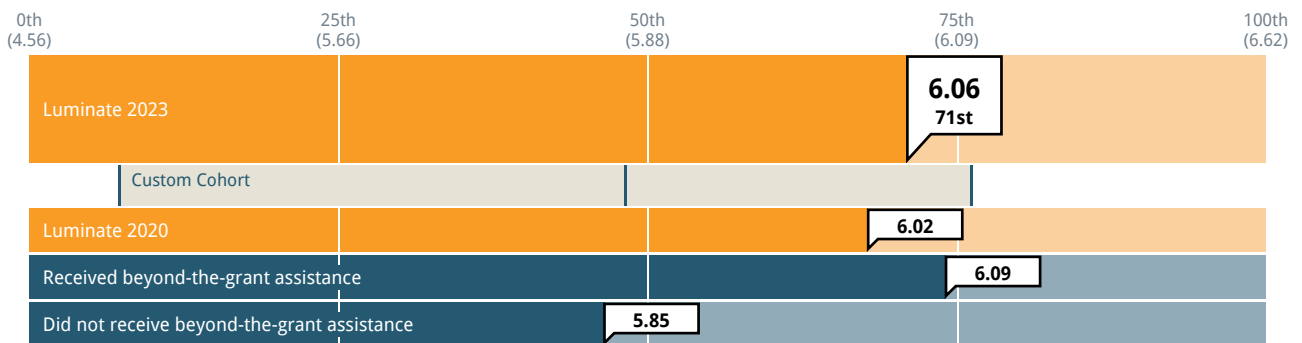
1 = Not at all    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### To what extent was Luminate's reporting process a helpful opportunity for you to reflect and learn?

1 = Not at all    7 = To a great extent



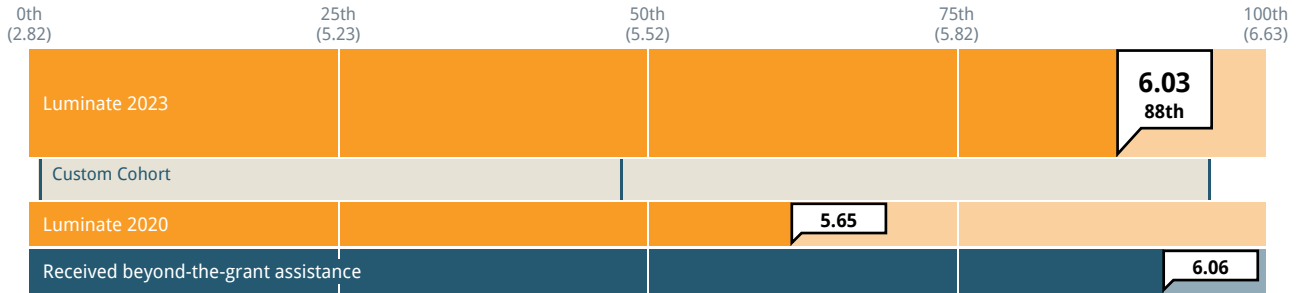
Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

## Evaluation Process

The following questions were only asked of grantees that indicated having participated in an evaluation process. See the "Reporting and Evaluation Process" page for data on the proportion of grantees participating in this process.

### To what extent did the evaluation incorporate input from your organization in the design of the evaluation?

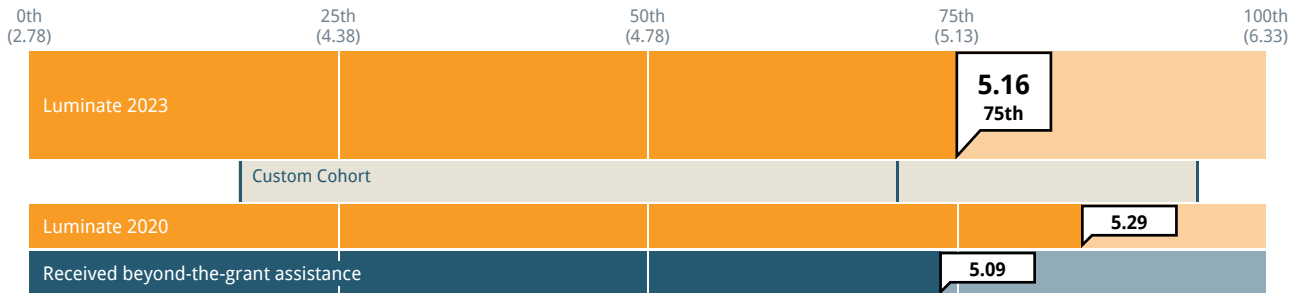
1 = Not at all    7 = To a great extent



Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

### To what extent did the evaluation result in your organization making changes to the work that was evaluated?

1 = Not at all    7 = To a great extent

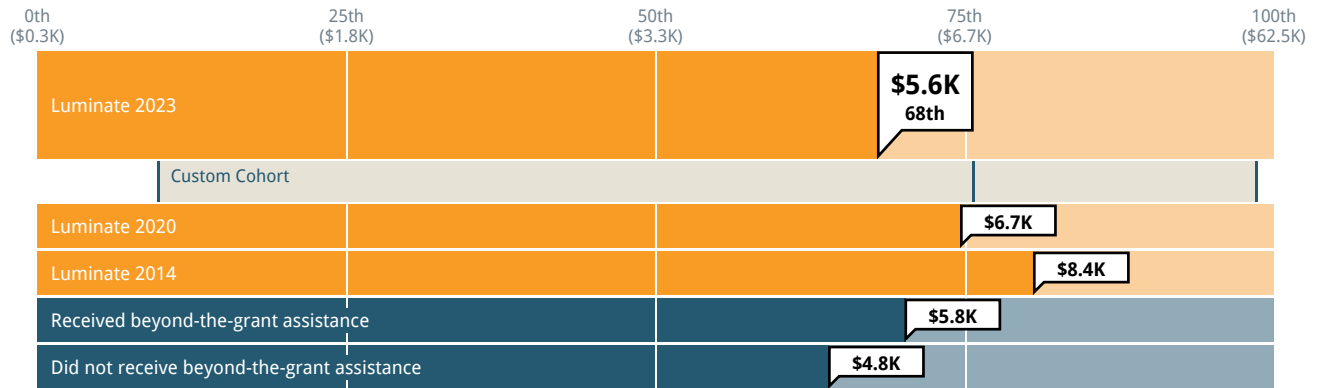


Cohort: Custom Cohort    Past results: on    Subgroup: Receipt of Beyond-the-Grant Assistance

## Dollar Return and Time Spent on Processes

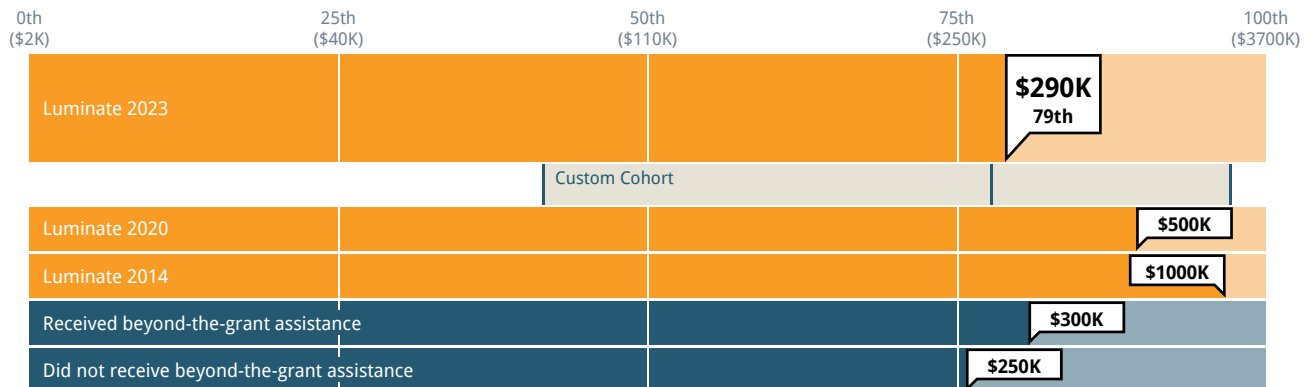
### Dollar Return: Median grant dollars awarded per process hour required

Includes total grant dollars awarded and total time necessary to fulfill the requirements over the lifetime of the grant



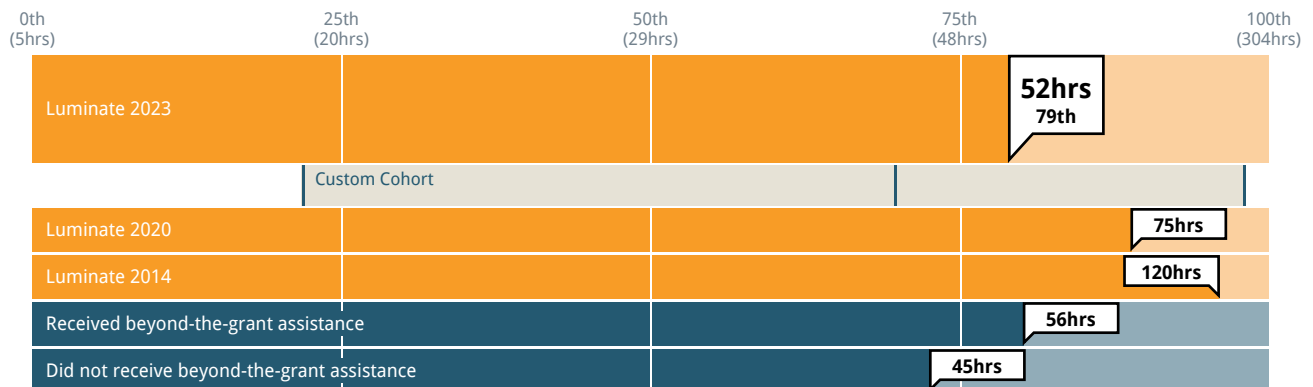
Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

### Median Grant Size



Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

### Median hours spent by grantees on funder requirements over grant lifetime

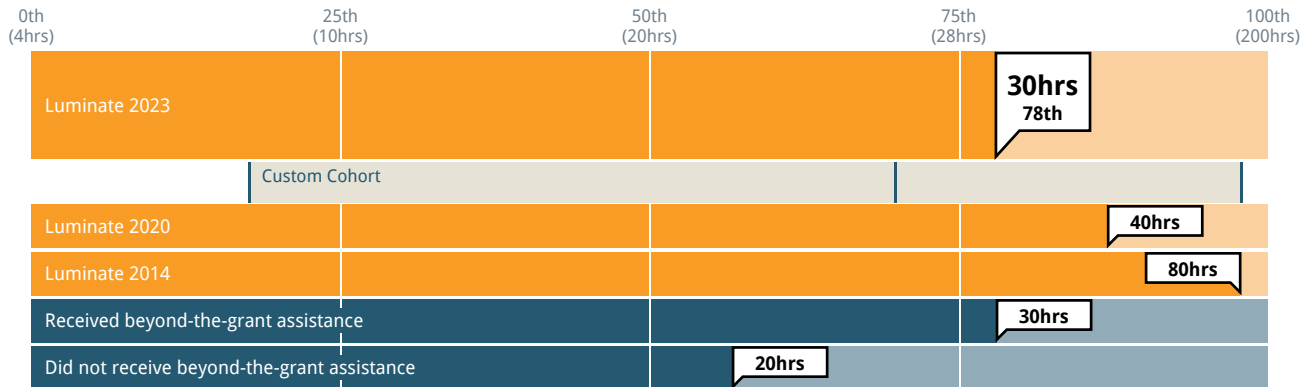


Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance



## Time Spent on Selection Process

### Median Hours Spent on Proposal and Selection Process

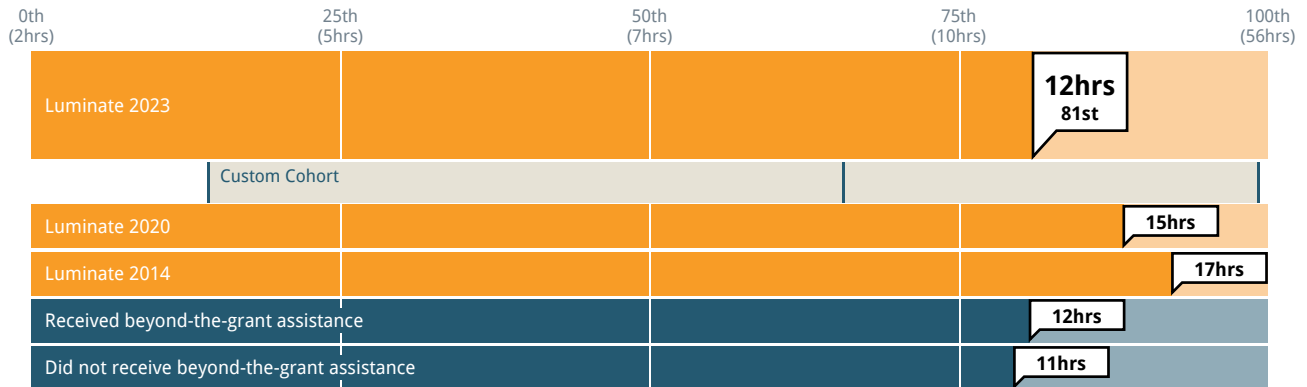


Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

Selected Cohort: Custom Cohort					
Time Spent On Proposal and Selection Process	Luminate 2023	Luminate 2020	Luminate 2014	Average Funder	Custom Cohort
1 to 9 hours	11%	8%	0%	26%	16%
10 to 19 hours	21%	11%	8%	22%	19%
20 to 29 hours	18%	12%	4%	17%	18%
30 to 39 hours	7%	11%	8%	7%	7%
40 to 49 hours	16%	12%	4%	11%	13%
50 to 99 hours	20%	25%	35%	10%	15%
100 to 199 hours	6%	13%	19%	5%	8%
200+ hours	3%	8%	23%	3%	5%

## Time Spent on Reporting and Evaluation Process

### Median Hours Spent on Monitoring, Reporting and Evaluation Process Per Year

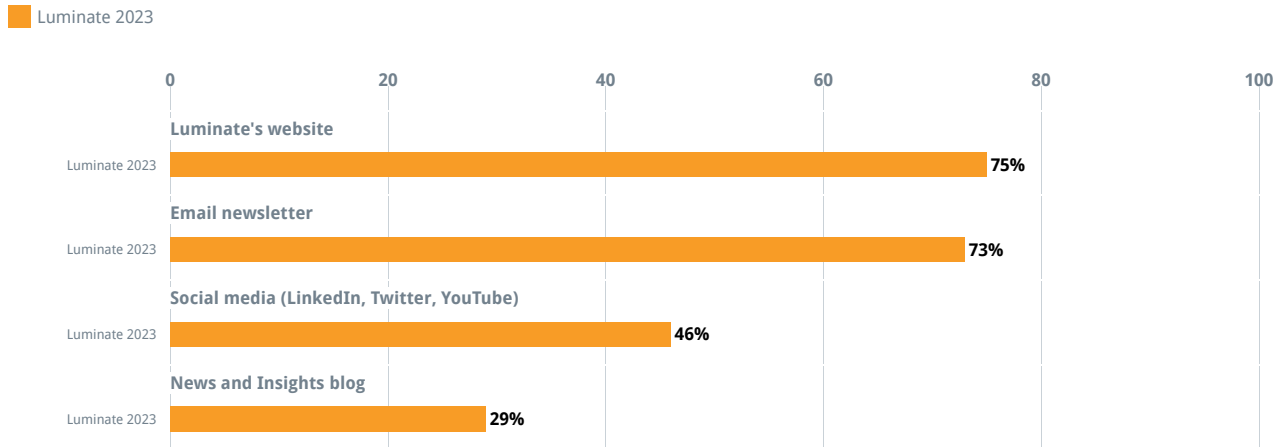


Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

Selected Cohort: Custom Cohort				
Time Spent On Monitoring, Reporting, And Evaluation Process (Annualized)	Luminate 2023	Luminate 2020	Average Funder	Custom Cohort
1 to 9 hours	45%	27%	57%	48%
10 to 19 hours	23%	32%	19%	21%
20 to 29 hours	12%	10%	9%	12%
30 to 39 hours	5%	10%	3%	4%
40 to 49 hours	8%	3%	3%	4%
50 to 99 hours	4%	10%	4%	6%
100+ hours	2%	7%	4%	5%

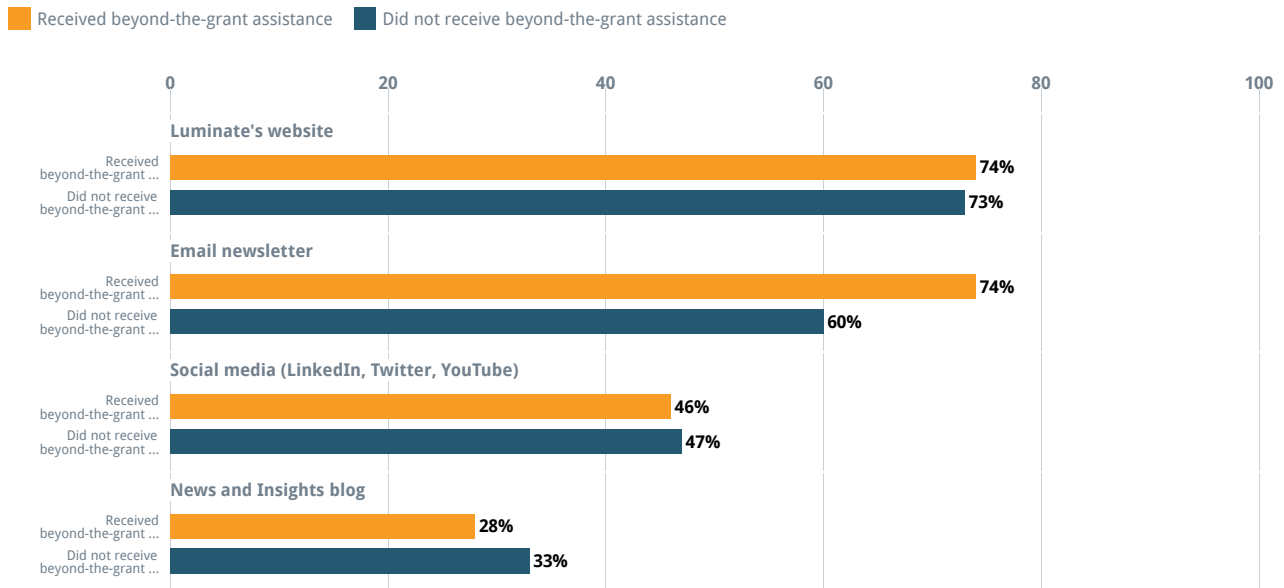
## Customized Questions

Please indicate whether you have used any of the following of Luminate's communication resources within the last year.



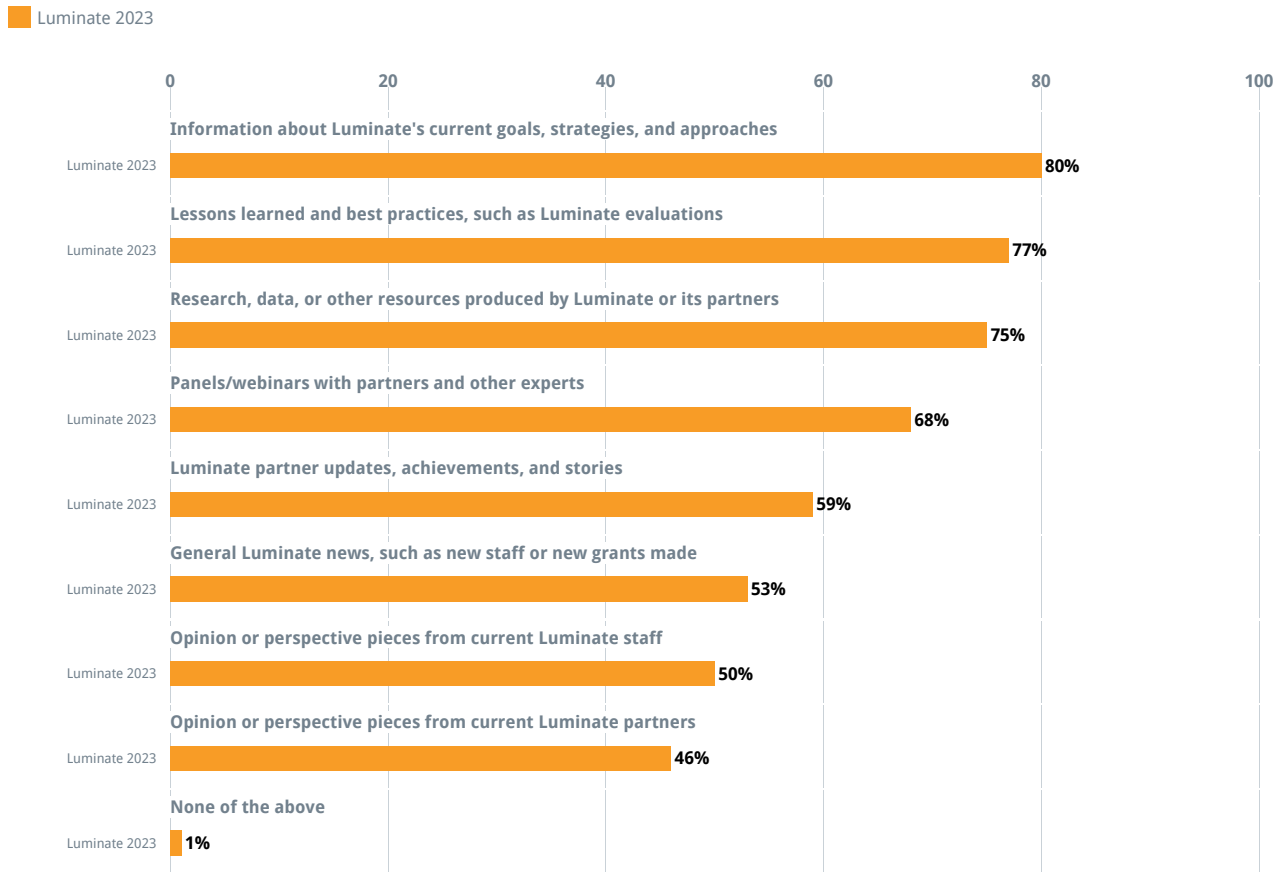
Cohort: None Past results: on

Please indicate whether you have used any of the following of Luminate's communication resources within the last year. - By Subgroup



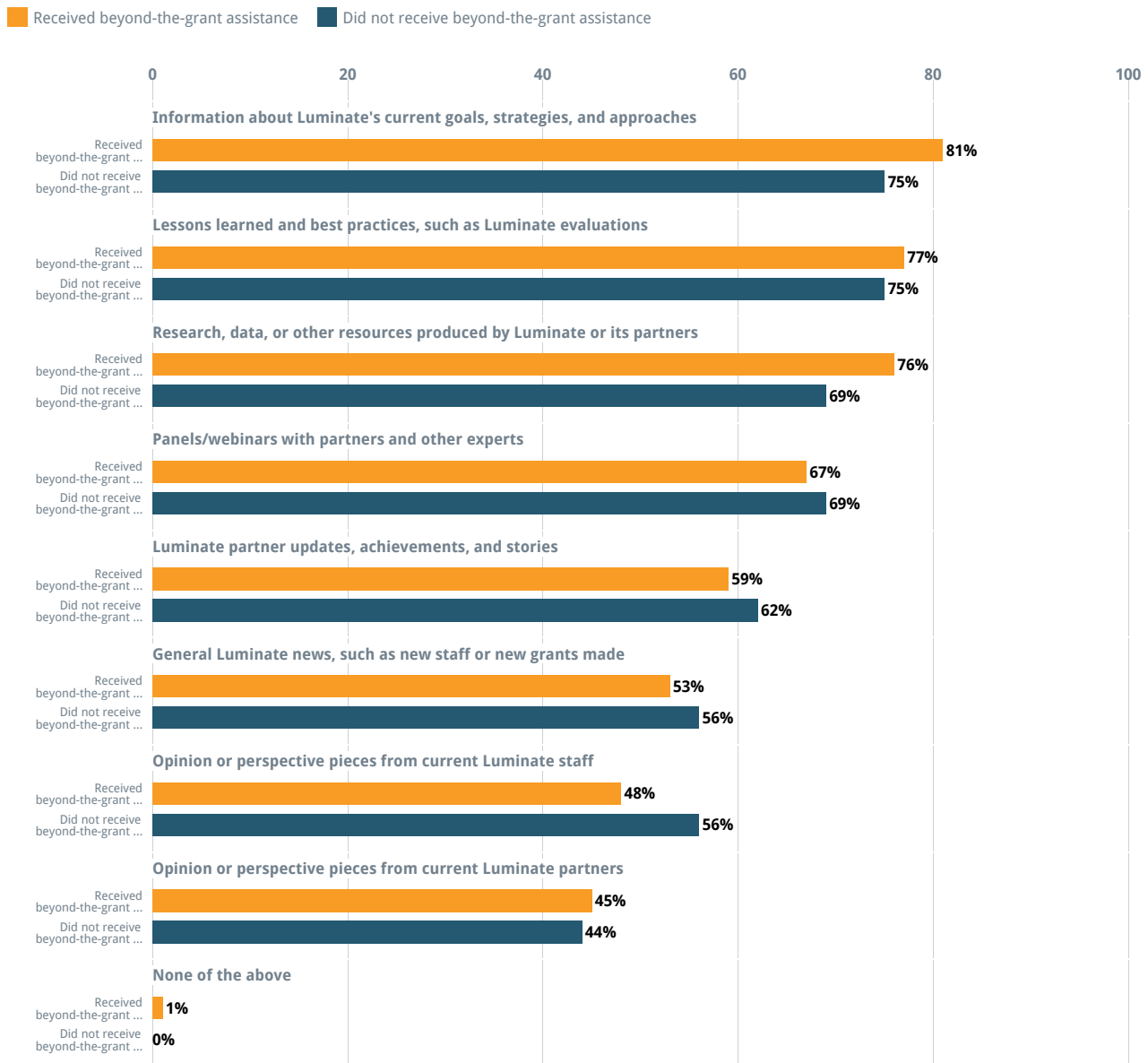
Subgroup: Receipt of Beyond-the-Grant Assistance

In addition to the direct communications that you have with program officers at Luminate, please indicate any of the topics of communication that you would like to receive from Luminate. (Please check all that apply)



Cohort: None Past results: on

**In addition to the direct communications that you have with program officers at Luminate, please indicate any of the topics of communication that you would like to receive from Luminate. (Please check all that apply) - By Subgroup**

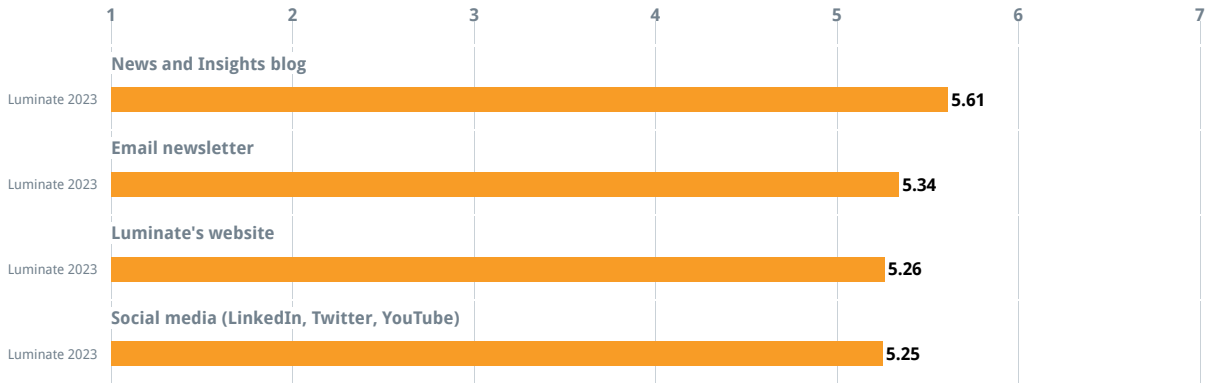


**Subgroup:** Receipt of Beyond-the-Grant Assistance

## How helpful was each Luminate communication resource for informing your work?

1 = Not at all helpful 7 = Extremely helpful

Luminate 2023

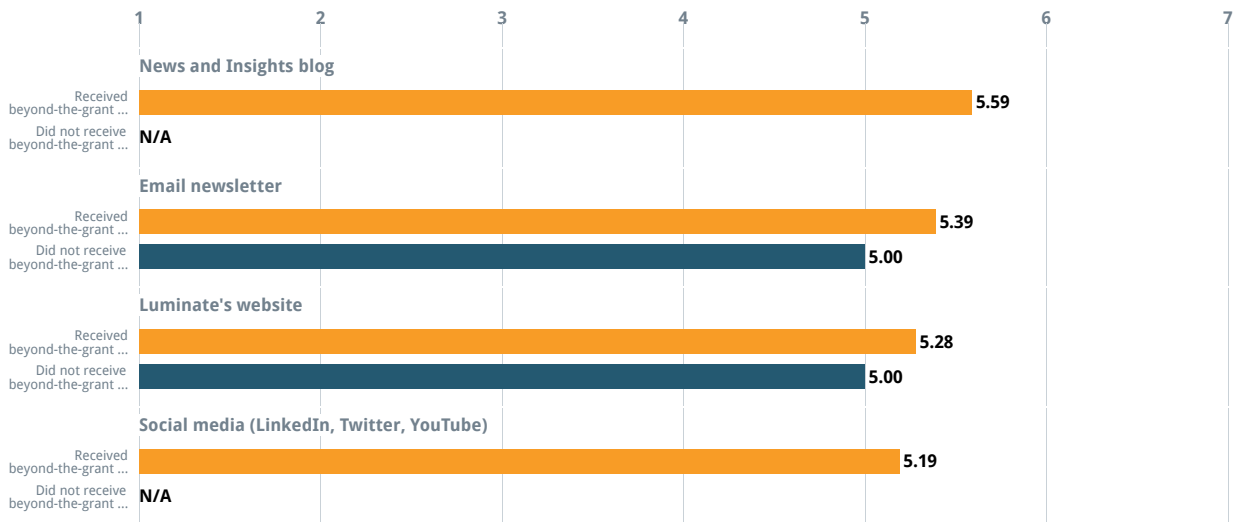


Cohort: None Past results: on

## How helpful was each Luminate communication resource for informing your work? - By Subgroup

1 = Not at all helpful 7 = Extremely helpful

Received beyond-the-grant assistance Did not receive beyond-the-grant assistance

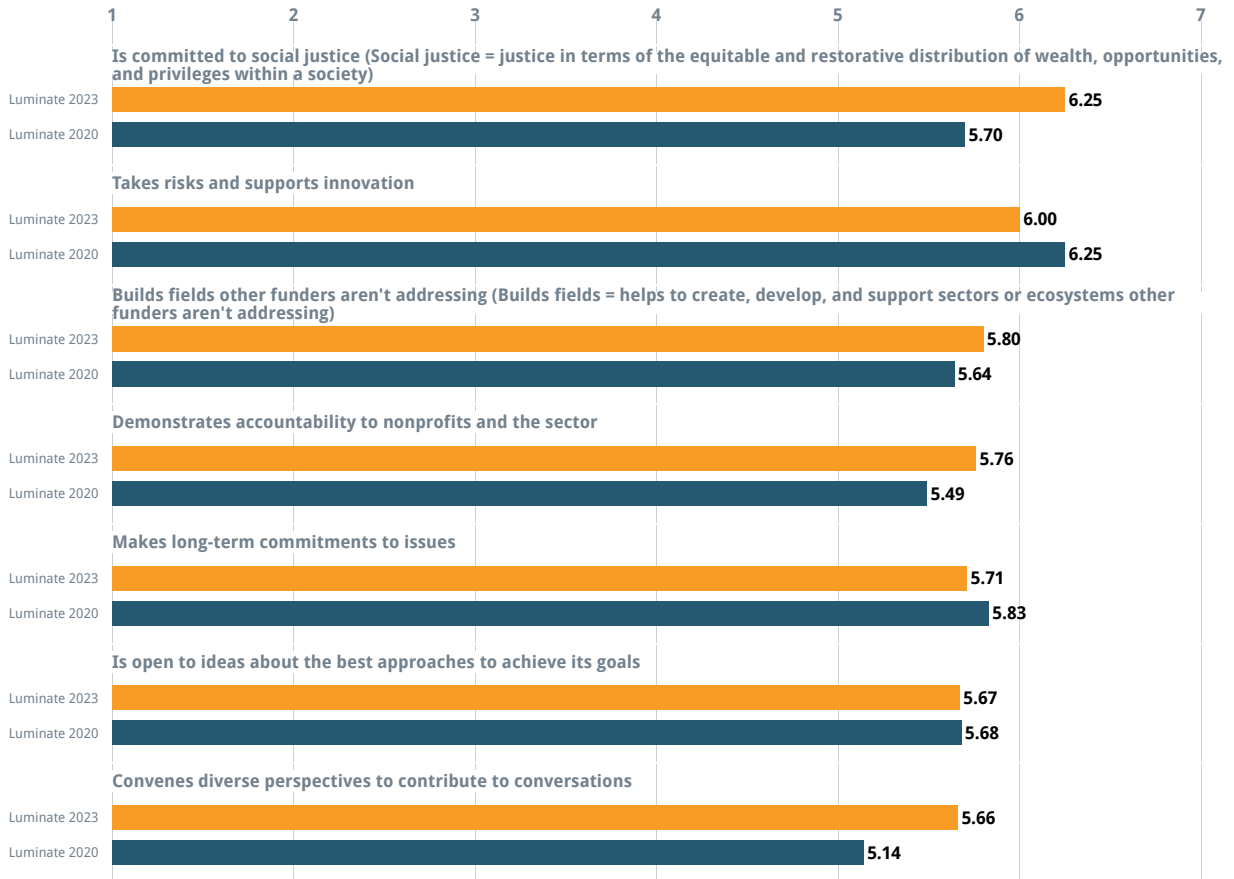


Subgroup: Receipt of Beyond-the-Grant Assistance

Please indicate how strongly you associate Luminate with each of the following characteristics. Luminate...

1 = Do not associate with Luminate    7 = Strongly associate with Luminate

Luminate 2023    Luminate 2020

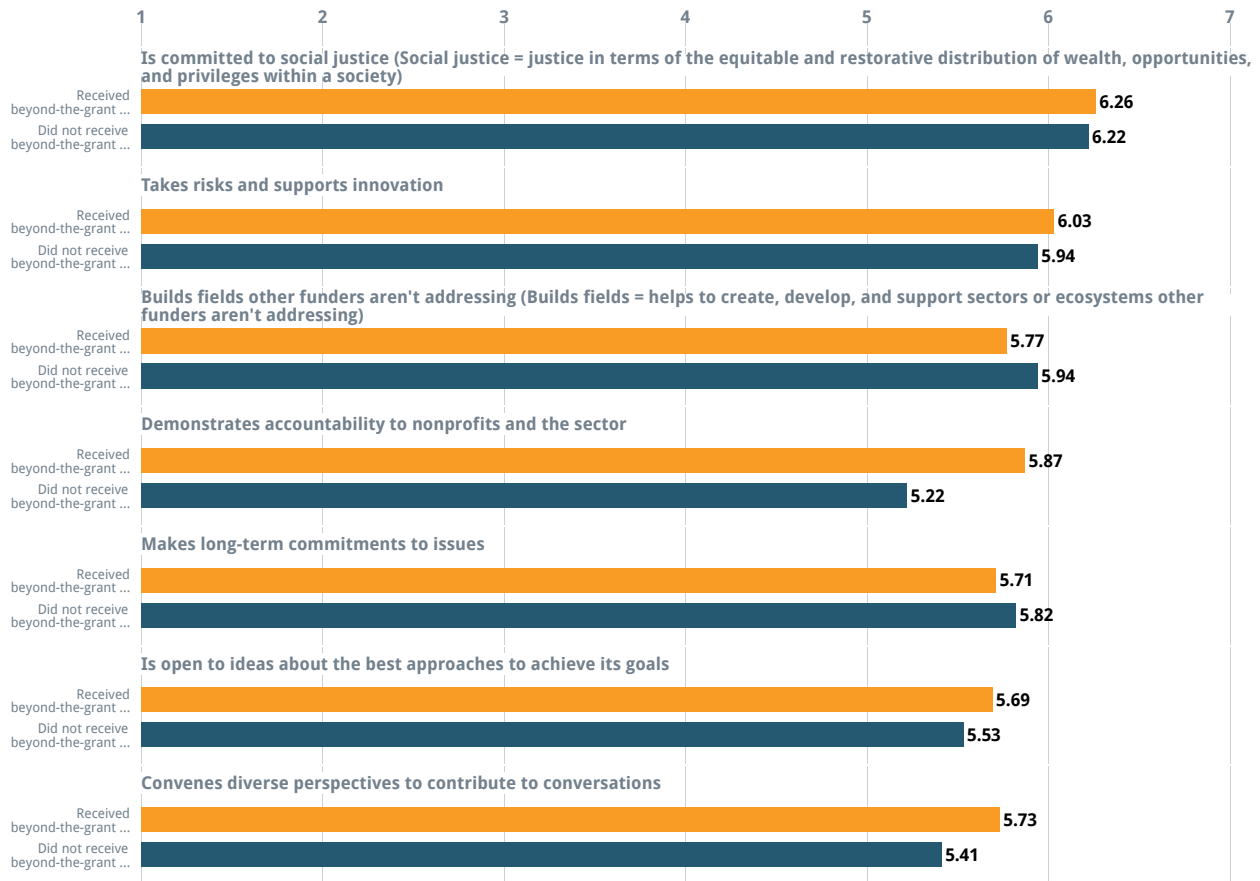


Cohort: None    Past results: on

**Please indicate how strongly you associate Luminate with each of the following characteristics. Luminate... - By Subgroup**

1 = Do not associate with Luminate    7 = Strongly associate with Luminate

Received beyond-the-grant assistance    Did not receive beyond-the-grant assistance



Subgroup: Receipt of Beyond-the-Grant Assistance

**Please rate your level of agreement or disagreement with each of the following statements regarding your experience related to Luminate's new strategy:**

1 = Strongly disagree    4 = Neither agree nor disagree    7 = Strongly agree

Luminate 2023



Cohort: None    Past results: on



**Please rate your level of agreement or disagreement with each of the following statements regarding your experience related to Luminate's new strategy: - By Subgroup**

1 = Strongly disagree    4 = Neither agree nor disagree    7 = Strongly agree

Received beyond-the-grant assistance    Did not receive beyond-the-grant assistance

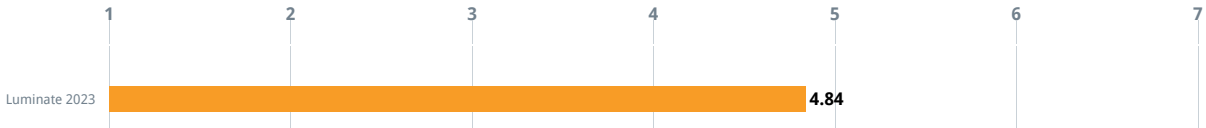


Subgroup: Receipt of Beyond-the-Grant Assistance

**How have the changes associated with Luminate's new strategic direction affected your organization?**

1 = Negative impact    4 = No impact    7 = Positive impact

Luminate 2023

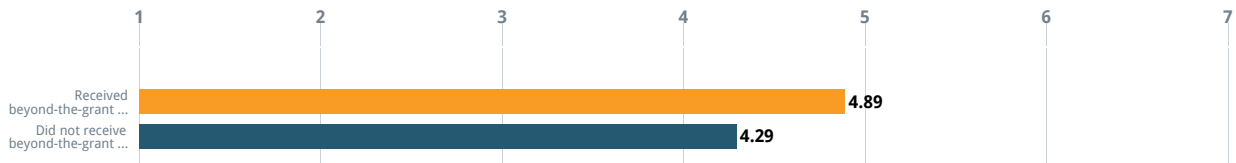


Cohort: None    Past results: on

**How have the changes associated with Luminate's new strategic direction affected your organization? - By Subgroup**

1 = Negative impact    4 = No impact    7 = Positive impact

Received beyond-the-grant assistance    Did not receive beyond-the-grant assistance

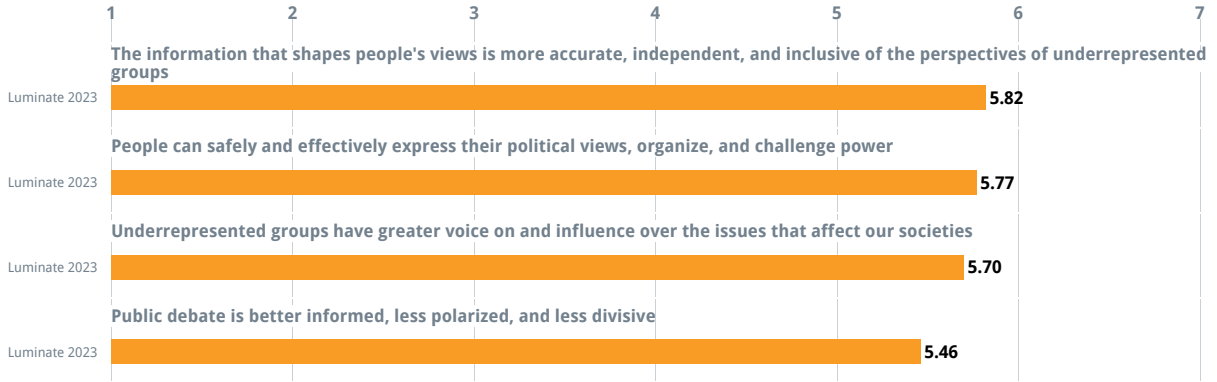


Subgroup: Receipt of Beyond-the-Grant Assistance

**Please indicate the extent to which you believe Luminate is creating an impact toward each of the following outcomes:**

1 = Not at all    7 = To a great extent

Luminate 2023

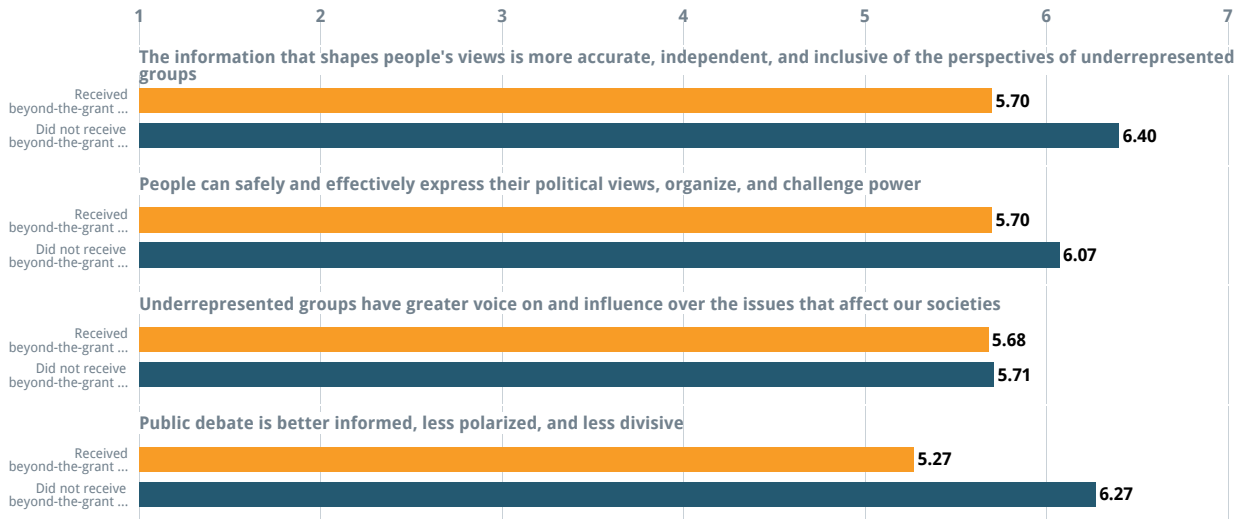


Cohort: None    Past results: on

**Please indicate the extent to which you believe Luminate is creating an impact toward each of the following outcomes: - By Subgroup**

1 = Not at all    7 = To a great extent

Received beyond-the-grant assistance    Did not receive beyond-the-grant assistance



Subgroup: Receipt of Beyond-the-Grant Assistance

## Grantee Organizations Characteristics

Selected Cohort: None		
How long has your organization been in operation?	Luminate 2023	Luminate 2020
Less than 1 year	0%	2%
1 to 4 years	19%	21%
5 to 9 years	28%	33%
10 years or more	53%	44%

Selected Subgroup: Receipt of Beyond-the-Grant Assistance		
How long has your organization been in operation? (By Subgroup)	Received beyond-the-grant assistance	Did not receive beyond-the-grant assistance
Less than 1 year	0%	0%
1 to 4 years	16%	33%
5 to 9 years	29%	28%
10 years or more	55%	39%

Selected Cohort: None		
How many people work at your organization?	Luminate 2023	Luminate 2020
5 or less	8%	13%
6 to 10	15%	14%
11 to 20	23%	23%
21 to 50	36%	33%
More than 50	18%	17%

Selected Subgroup: Receipt of Beyond-the-Grant Assistance		
How many people work at your organization? (By Subgroup)	Received beyond-the-grant assistance	Did not receive beyond-the-grant assistance
5 or less	6%	11%
6 to 10	13%	28%
11 to 20	25%	17%
21 to 50	39%	22%
More than 50	17%	22%

Selected Cohort: None		
Overall, how would you evaluate the impact of all beyond-the-grant assistance you received from Luminate relative to the financial contributions on your organization's ability to achieve its goals?	Luminate 2023	Luminate 2020
Beyond-the-grant assistance was not at all important relative to financial contributions	16%	37%
Beyond-the-grant assistance was equally important as financial contributions	79%	59%
Beyond-the-grant assistance was significantly more important than financial contributions	5%	3%

Selected Subgroup: Receipt of Beyond-the-Grant Assistance		
Overall, how would you evaluate the impact of all beyond-the-grant assistance you received from Luminate relative to the financial contributions on your organization's ability to achieve its goals? (By Subgroup)	Received beyond-the-grant assistance	Did not receive beyond-the-grant assistance
Beyond-the-grant assistance was not at all important relative to financial contributions	13%	50%
Beyond-the-grant assistance was equally important as financial contributions	82%	50%
Beyond-the-grant assistance was significantly more important than financial contributions	5%	0%

## Grantees' Written Comments

In Luminate's Grantee Perception Report survey, CEP asks three written questions:

1. "Please comment on the quality of Luminate's processes, interactions, and communications."
2. "Thinking beyond the grant you received, please comment on how Luminate influences your field, community, or organization."
3. "What specific improvements would you suggest that would make Luminate a better funder?"

In addition to CEP's written questions, Luminate asked grantees an additional two written questions:

1. Beyond its grant(s) to your organization, what is one specific piece of beyond-the-grant assistance Luminate could provide that would help your organization increase its impact?
2. What are the best ways for Luminate to help support your work related to DEIJ?

To download the full set of grantee comments and suggestions, please refer to the "Supplemental Materials" menu located on the Report Overview [page](#). Please note that some comments may be redacted or removed to protect the confidentiality of respondents.

### CEP's Qualitative Analysis

CEP thoroughly reviews each comment submitted and conducts comprehensive qualitative analysis on two of these questions in the GPR.

The following pages outline the results of CEP's analyses.

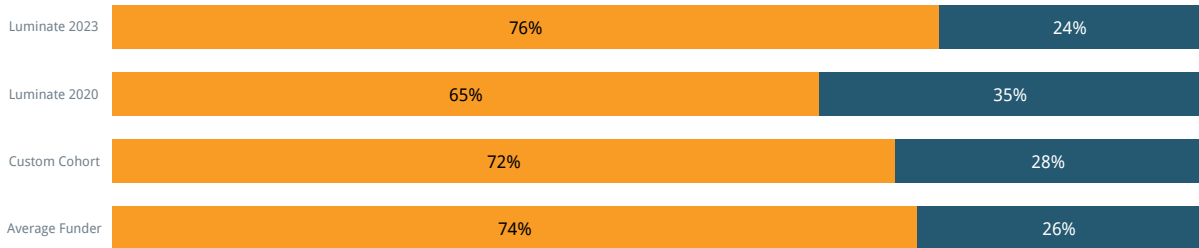
## Quality of Processes, Interactions and Communications

Grantees were asked to comment on the quality of Luminate's processes, interactions, and communications. Their comments were then categorized by the nature of their content, specifically whether the content is positive, neutral or constructive.

For a comment to be categorized as constructive, there must have been at least one constructive topic in its content.

### Positivity of Comments about the Quality of Luminate's Processes, Interactions, and Communications

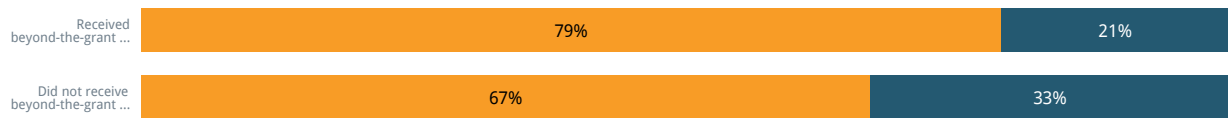
Positive comment    Comment with at least one constructive theme



Cohort: Custom Cohort    Past results: on

### Positivity of Comments about the Quality of Luminate's Processes, Interactions, and Communications - By Subgroup

Positive comment    Comment with at least one constructive theme



Subgroup: Receipt of Beyond-the-Grant Assistance

## Suggestion Topics

Grantees were asked to provide any suggestions for how Luminate could improve. The 113 grantees that responded to the survey provided 80 constructive suggestions. These suggestions were thematically categorized by CEP and grouped into the topics below.

### Proportion of Grantee Suggestions by Topic

Topic of Suggestion	Proportion
Strategy and Approach to Creating Impact in Grantees' Fields	22%
Grantmaking Characteristics	18%
Beyond-the-Grant Assistance	14%
Organizational Impact and Understanding	14%
Quality and Quantity of Interactions	14%
Communications with Grantees	11%
Grantmaking Processes	6%
Diversity, Equity, Inclusion, and Justice	1%

## Selected Suggestions

Grantees were asked to provide any suggestions for how Luminate could improve. The 113 grantees that responded to the survey provided a total of 80 distinct suggestions. These suggestions were thematically categorized by CEP and grouped into the topics below.

### Strategy and Approach to Creating Impact in Grantees' Fields (22% N=18)

- Allowing Strategies to be in Place Longer (N = 3)
  - "Funding at the pace of change - which means not making huge strategy shifts in short periods of time (less than 10 years)"
- Considering Complex and Challenging Funding Environments and Locations (N = 3)
  - "While we understand that Luminate may be cautious in politically unstable situations, we believe that allowing some of its regional and international programs to support potential groups operating in challenging circumstances would greatly benefit marginalized and vulnerable communities facing injustice. "
- Incorporating Grantees and Local Experts into Strategy Design (N = 3)
  - "Perhaps the strategy, or how the strategy is implemented in a specific country should be co-designed with the organizations or specialists in that particular country. To approach implementation from an external point of view (even if it is close by) can be problematic because those who know the specifics of that country are the people who live and implement in it."
- Bringing Intersectional Lens to Luminate's Work (N = 2)
  - "I think it will be great if Luminate can be more intentional in incorporate a gender/feminist lens in their work and grant, including requiring all projects to adopt an intersectional lens."
- Leveraging Luminate's Role (N = 2)
  - "Understanding and positioning themselves in relation to the broader field of philanthropy interested in their matters. Other financiers place themselves increasingly in a disruptive and negative manner and it would be important for Luminate to report that."
- Other Strategy Suggestions (N = 5)
  - "Embrace Risk-Taking: Innovative programs often carry inherent risks, as they may be untested or unconventional."
  - "To put out a call for proposal from time to time for the larger audience to see and take part of the opportunity [to work with Luminate], which is a great way to achieve Luminate's overall goal."

### Grantmaking Characteristics (18% N=14)

- Providing General Operating or Flexible Support (N = 6)
  - "I think the less specific the project needs to be to receive support, the better. Having an overall outline that can be adapted throughout the implementation is better than a detailed process of forecasting activities and objectives. Given that the political environment has become increasingly dynamic, with support that is less restricted, we can adapt to the best strategy to achieve the desired objectives."
  - "Staying with core, flexible funding"
- Providing More Multi-Year Support (N = 5)
  - "To have the possibility of establishing longer-term projections. More than just 6 months. This allows for more far-reaching processes."
- Increasing Grant Amounts (N = 2)
  - "Increase in the size of the funds."
- Other Grantmaking Suggestions (N = 1)
  - "Disruption associated with strategy reviews is hard and painful, especially for smaller organizations. Special dispensation for small organizations, through bridge funding, should be considered to give them time to fill funding gaps."

### Beyond-the-Grant Assistance (14% N=11)

- Facilitating Connections Between Grantees (N = 5)
  - "More sharing of knowledge and expertise between partners in similar fields in different countries."
- Facilitating Connections Between Grantees and Other Donors or Funding Networks (N = 3)
  - "If Luminate is only able to provide partial funding, then assist in rounding up support from other funders."
- Other Beyond-the-Grant Assistance Suggestions (N = 3)
  - "Provide Non-Financial Support: Offer additional non-financial support to grantees, such as mentorship, technical assistance, and capacity-building"



programs. This can help strengthen the organizational capacity of grantees, enhance their effectiveness, and promote sustainability beyond the grant period."

#### **Organizational Impact and Understanding (14% N=11)**

- Deepening Contextual and Organizational Understanding of Grantees' Work (N = 7)
  - "There needs to be a consultation process to update Luminate's view about the local contexts. Part of the consultation should be carried on in siloes (so it is not contaminated by a large group effect) and part of it based on a consensus system (so it captures where organizations agree and disagree as a group)."
  - "To better understand our society. Sometimes (and this challenge is shared by most grantors), Luminate's understanding of a community's context is shaped broadly by the elite-system of that society. This of course can cause Luminate to have blind spots when it comes to what type of work actually affects society positively. I would propose that Luminate becomes more aware and on-the-ground to better understand our communities."
- Working with Smaller Organizations (N = 4)
  - "I hope Luminate can be more open to other smaller civil society organizations and work outside [our city and region]"

#### **Quality and Quantity of Interactions (14% N=11)**

- More Frequent Interactions (N = 10)
  - "Provide more capacity for Luminate staff to build meaningful relationships and interactions with partners so that the program works well and is sustainable."
  - "My only suggestion would be to keep the relationship a little closer and have two or three meetings during the grant period to talk about the project and think together about strategies, evaluation, continuity, etc."
  - "...make more frequent contact with us on the ground so that we can listen to each other and learn from each other. More regular contact would be welcome and provocative."
- Deepening Relationships with Grantees (N = 1)
  - "Luminate was a terrific funder and the core support provided came to our organization at a critical time. While the foundation staff working on our grant were always responsible, we did not share the same close relationship with Luminate staff that we have with other funders. Improvements could have been made on both ends."

#### **Communications with Grantees (11% N=9)**

- Clarifying Funding Priorities and Strategy with Grantees (N = 9)
  - "Stop the chaos in strategic redevelopment. Too many funders are going down this path of chaos. If you're honest with yourselves, you will note that it has exhausted people who work for you and around you. And while boards and decision makers get to feel that there is some kind of change in mission and direction; the reality is that it is just exhausting for remarkably little gain."
  - "Make your strategy public and stick to it. If you change your strategy, publish the changes promptly."
  - "That there is a greater transfer of information between the actions being carried out by the donor in the specific field and the organization."

#### **Grantmaking Processes (6% N=5)**

- Clarifying Process Guidelines, Timelines, and Requirements (N = 3)
  - "I would suggest a clearer reporting framework in terms of deadline, reporting format or template and chain of communication."
- Streamlining Processes (N = 2)
  - "As noted previously, we have found Luminate's processes and requirements for proposals more onerous than those of similar funders. Even this survey is quite long and time-consuming. It could have been more concise."

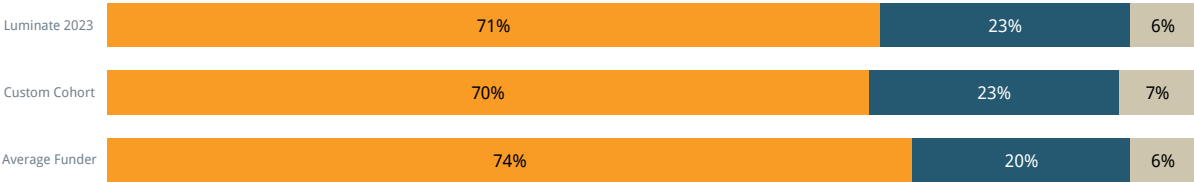
#### **Diversity, Equity, Inclusion, and Justice (1% N=1)**

- Emphasizing Commitment to Diversity, Equity, Inclusion, and Justice (N = 1)
  - "Emphasize their DEI commitments in the institutional presentations and share the internal efforts they have made to implement those commitments in their donations and internal policies with the supported organizations."

# Respondents and Communities Served

## Are the efforts funded by this grant primarily meant to benefit historically underrepresented groups?

Yes No Don't know

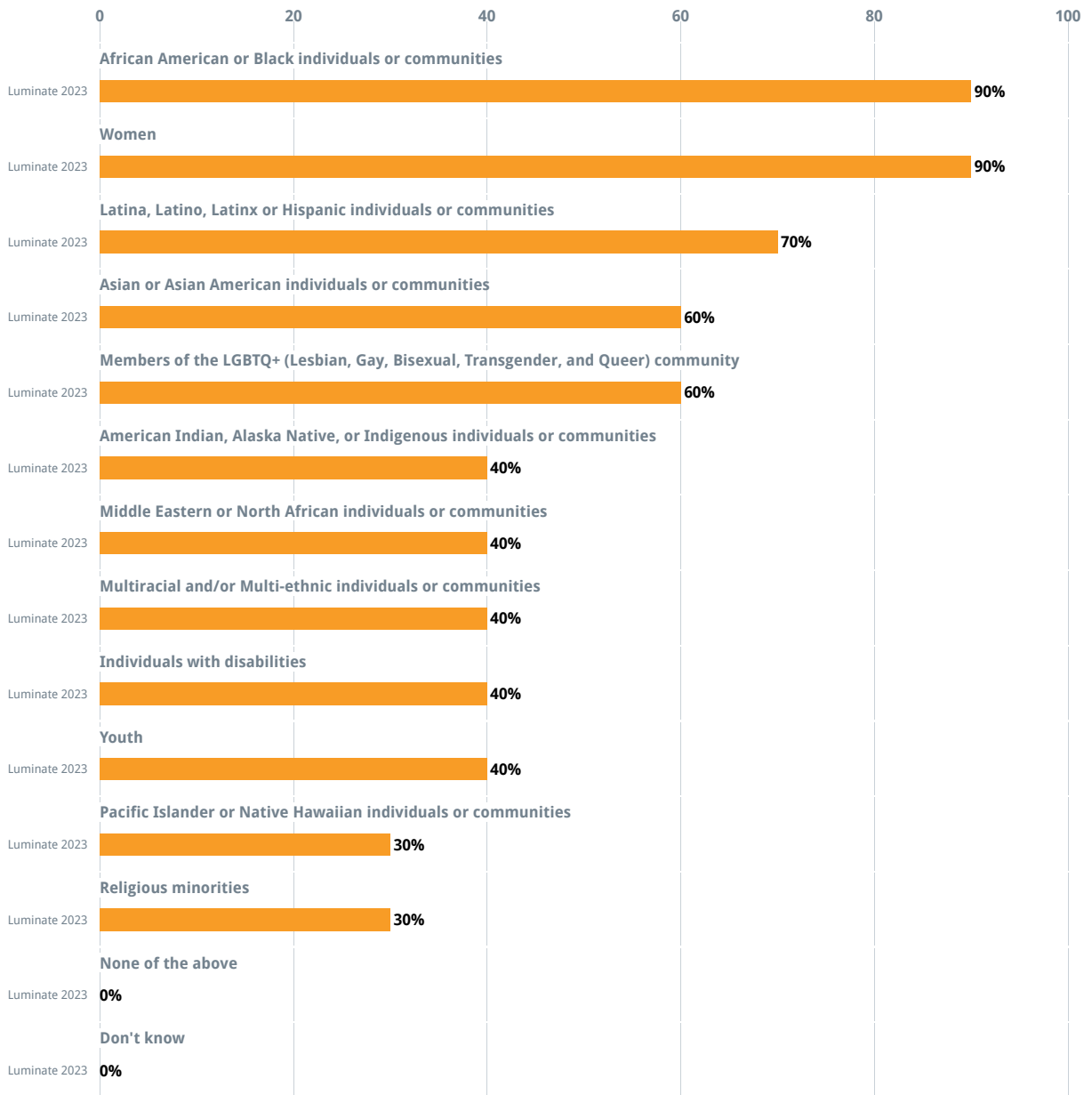


Cohort: Custom Cohort Past results: on

The following question is asked only of U.S.-based grantees who answered "yes" to the question "Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?"

**Specifically, are any of the following populations the primary intended people and/or communities served by the efforts funded by this grant**

Luminate 2023

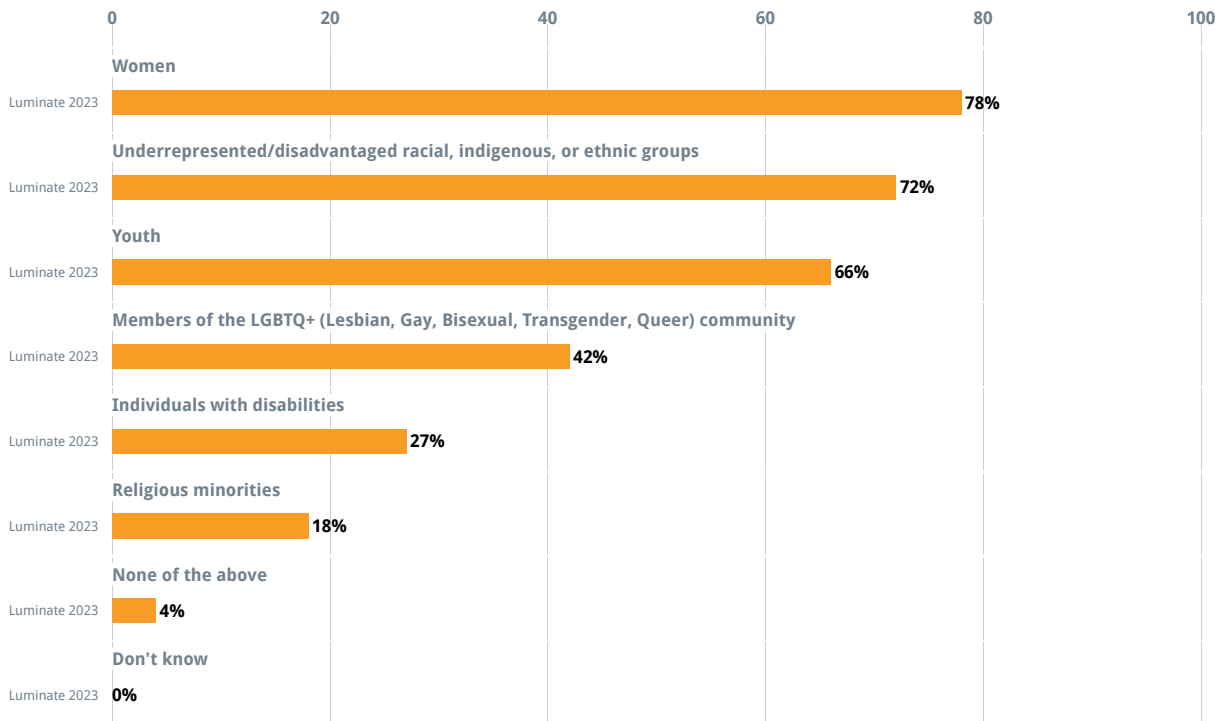


Cohort: None Past results: on

The following question is asked only of grantees based outside of the U.S. who answered "yes" to the question "Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?"

**Specifically, are any of the following populations the primary intended people and/or communities served by the efforts funded by this grant**

Luminate 2023



Cohort: None Past results: on

## Respondent Demographics

Note: Demographic questions related to grantees' POC and racial/ethnic identity are only asked of respondents in the United States.

Survey language and response options for questions about race and ethnicity are guided by best practices shared by [National Institutes of Health](#), [Pew Research Center](#), [Psi Chi Journal of Psychological Research](#), and the [US Census Bureau](#).

Survey language and response options for questions about gender and LGBTQ+ identity are guided by best practices shared by [Fundations For LGBTQ Issues](#), [HRC Foundation's Welcoming Schools](#), and the [Williams Institute of the University of California – Los Angeles School of Law](#).

Survey respondents are asked to share their gender identities in a check-all-that-apply question. Each chart has the option of showing the average ratings of respondents who selected only "man," only "woman," multiple gender identities, "gender non-conforming or non-binary," "prefer to self-identify," and "prefer not to say" - as long as that response option had at least 10 respondents.

All answers on demographic identity are optional. International survey respondents were asked to opt-in to responding to questions on gender, disability, and transgender identity.

## Differences in Ratings by Respondent Demographics

It is CEP's standard practice to analyze responses for differences by the following demographics characteristics:

There are too few respondents to analyze results by Person of Color Identity

Respondent Gender

Ratings from respondents who identify exclusively as "woman" are significantly *lower* than respondents who identify exclusively as "man" for the following measures:

- Extent to which funding priorities reflect an understanding of the needs of the people and communities served
- Impact on grantee organizations
- Grantee comfort approaching the funder if a problem arises
- Clarity of the funder's communication of its goals and strategy
- Consistency of information provided by communications resources
- Funder's transparency
- Luminate's funding priorities are more clear now than previously

The following characteristics did not differ by gender identity: organization budget, grant size or type, receipt of non-monetary support, contact frequency and initiation patterns, history of Luminate funding, and whether grantees reported having a contact change, site visit, or a discussion of how their work would be assessed with Luminate.

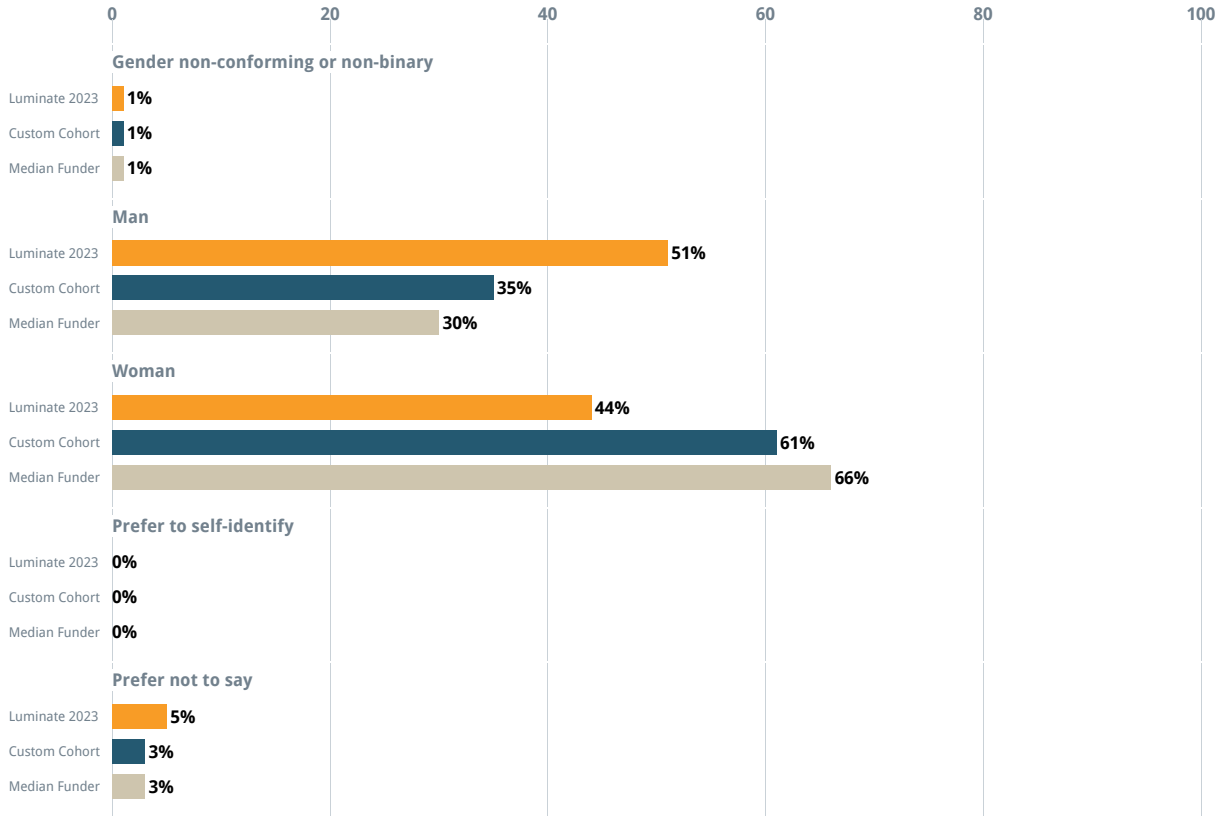
There are too few respondents to analyze results by Transgender Identity

There are no consistent, significant differences when responses are analyzed by LGBTQ+ Identity

There are too few respondents to analyze results by Disability Identity

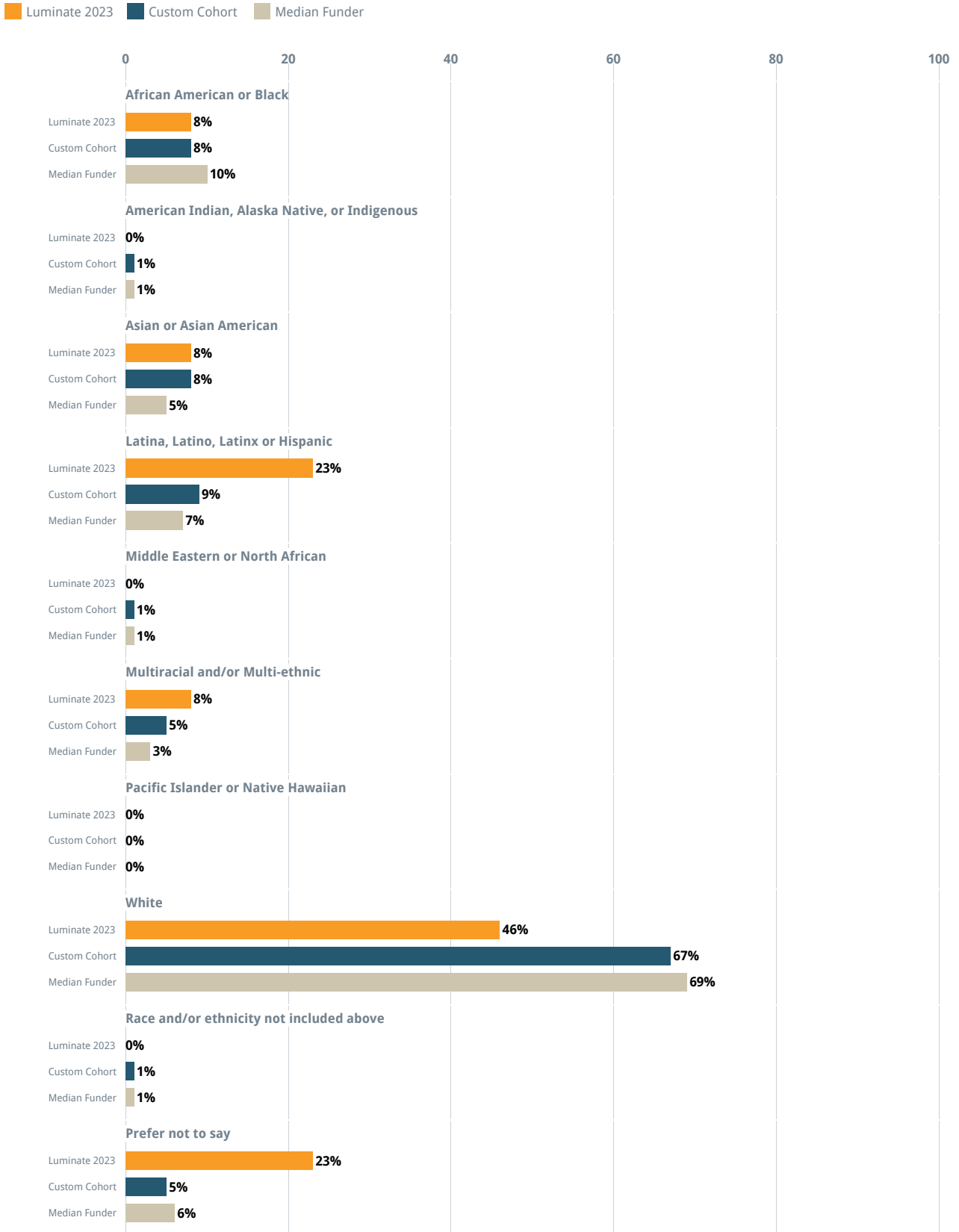
Please select the option that represents how you describe yourself:

Luminate 2023 Custom Cohort Median Funder



Cohort: Custom Cohort Past results: on

## How would you describe your race and/or ethnicity?



Cohort: Custom Cohort Past results: on

Selected Cohort: Custom Cohort				
Do you identify as a person of color?	Luminate 2023	Luminate 2020	Average Funder	Custom Cohort
Yes	23%	9%	24%	30%
No	54%	91%	70%	65%
Prefer not to say	23%	0%	6%	6%

Selected Cohort: Custom Cohort			
Are you transgender?	Luminate 2023	Average Funder	Custom Cohort
Yes	0%	1%	1%
No	95%	96%	97%
Prefer not to say	5%	4%	3%

Selected Cohort: Custom Cohort			
Do you identify as a member of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community?	Luminate 2023	Average Funder	Custom Cohort
Yes	10%	11%	11%
No	84%	84%	84%
Prefer not to say	6%	5%	5%



Selected Cohort: Custom Cohort			
Do you have a disability?	Luminate 2023	Average Funder	Custom Cohort
Yes	2%	6%	4%
No	94%	89%	92%
Prefer not to say	4%	5%	4%

## Respondent Job Title

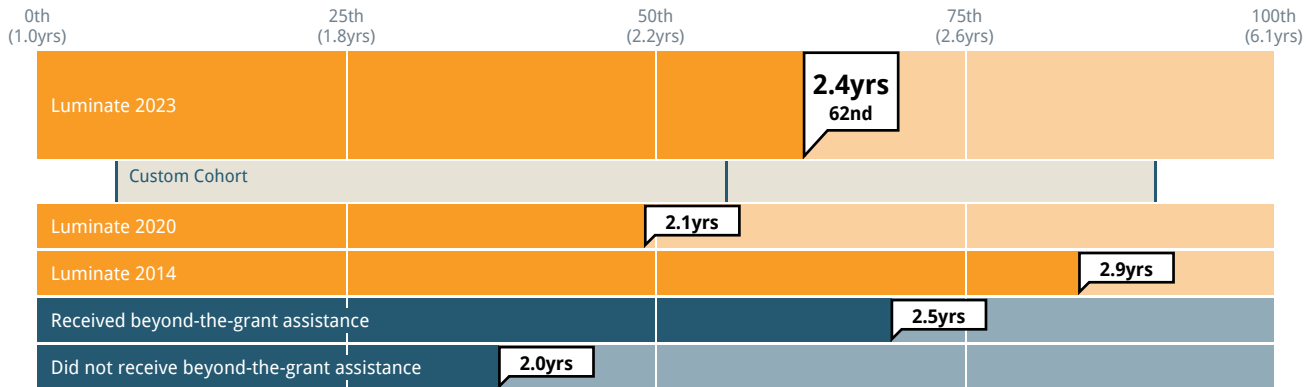
Selected Cohort: Custom Cohort					
Job Title of Respondents	Luminate 2023	Luminate 2020	Luminate 2014	Average Funder	Custom Cohort
Executive Director/CEO	64%	57%	71%	47%	48%
Other Senior Team (i.e., reporting to Executive Director/CEO)	20%	22%	4%	19%	22%
Project Director	9%	9%	14%	12%	14%
Development Staff	4%	12%	0%	16%	12%
Volunteer	0%	1%	0%	1%	0%
Other	4%	0%	11%	5%	4%

## Contextual Data

Please note that all information below is based on self-reported data from grantees.

## Grantmaking Characteristics

### Average Grant Length



Cohort: Custom Cohort Past results: on Subgroup: Receipt of Beyond-the-Grant Assistance

Selected Cohort: Custom Cohort					
Length of Grant Awarded	Luminate 2023	Luminate 2020	Luminate 2014	Median Funder	Custom Cohort
Average grant length	2.4 years	2.1 years	2.9 years	2.2 years	2.3 years

Selected Cohort: Custom Cohort					
Length of Grant Awarded	Luminate 2023	Luminate 2020	Luminate 2014	Average Funder	Custom Cohort
0 - 1.99 years	28%	30%	19%	47%	32%
2 - 2.99 years	43%	35%	11%	22%	36%
3 - 3.99 years	26%	32%	52%	19%	22%
4 - 4.99 years	1%	2%	7%	3%	4%
5 - 50 years	2%	1%	11%	8%	5%

Selected Cohort: Custom Cohort				
Proportion of Unrestricted Funding	Luminate 2023	Luminate 2020	Average Funder	Custom Cohort
No, this funding was not restricted to a specific use (i.e., general operating, core support)	47%	49%	28%	42%
Yes, this funding was restricted to a specific use (e.g., supported a specific program, project, capital need, etc.)	53%	51%	72%	58%

## Grant Size

Selected Cohort: Custom Cohort					
Grant Amount Awarded	Luminate 2023	Luminate 2020	Luminate 2014	Median Funder	Custom Cohort
Median grant size	\$290K	\$500K	\$1000K	\$110.2K	\$270K

Selected Cohort: Custom Cohort					
Grant Amount Awarded	Luminate 2023	Luminate 2020	Luminate 2014	Average Funder	Custom Cohort
Less than \$10K	5%	6%	0%	8%	2%
\$10K - \$24K	0%	1%	0%	11%	2%
\$25K - \$49K	3%	2%	0%	12%	4%
\$50K - \$99K	4%	6%	4%	14%	12%
\$100K - \$149K	13%	6%	7%	10%	11%
\$150K - \$299K	25%	20%	7%	17%	23%
\$300K - \$499K	29%	9%	4%	10%	16%
\$500K - \$999K	15%	26%	26%	9%	15%
\$1MM and above	5%	25%	52%	10%	16%

Selected Cohort: Custom Cohort					
Median Percent of Budget Funded by Grant (Annualized)	Luminate 2023	Luminate 2020	Luminate 2014	Median Funder	Custom Cohort
Size of grant relative to size of grantee budget	12%	17%	21%	4%	8%

## Grantee Characteristics

Selected Cohort: Custom Cohort					
Operating Budget of Grantee Organization	Luminate 2023	Luminate 2020	Luminate 2014	Median Funder	Custom Cohort
Median Budget	\$1M	\$1.5M	\$2.2M	\$1.7M	\$1.7M

Selected Cohort: Custom Cohort					
Operating Budget of Grantee Organization	Luminate 2023	Luminate 2020	Luminate 2014	Average Funder	Custom Cohort
<\$100K	4%	7%	0%	8%	5%
\$100K - \$499K	23%	14%	15%	18%	15%
\$500K - \$999K	24%	14%	19%	13%	15%
\$1MM - \$4.9MM	38%	41%	46%	30%	34%
\$5MM - \$24MM	12%	19%	15%	19%	20%
>=\$25MM	0%	6%	4%	12%	12%

## Funding Relationship

Selected Cohort: Custom Cohort					
Funding Status	Luminate 2023	Luminate 2020	Luminate 2014	Median Funder	Custom Cohort
Percent of grantees currently receiving funding from Luminate	76%	85%	92%	82%	87%

Selected Cohort: Custom Cohort					
Pattern of Grantees' Funding Relationship with Luminate	Luminate 2023	Luminate 2020	Luminate 2014	Average Funder	Custom Cohort
First grant received from Luminate	46%	66%	48%	29%	35%
Consistent funding in the past	50%	29%	41%	54%	49%
Inconsistent funding in the past	4%	5%	11%	18%	16%

## Funder Characteristics

Selected Cohort: Custom Cohort				
Financial Information	Luminate 2023	Luminate 2020	Median Funder	Custom Cohort
Total assets	N/A	\$75M	\$286.3M	\$1548M
Total giving	\$55M	\$55M	\$20.1M	\$103.6M

Selected Cohort: Custom Cohort				
Funder Staffing	Luminate 2023	Luminate 2020	Median Funder	Custom Cohort
Total staff (FTEs)	75	44	18	61
Percent of staff who are program staff	41%	50%	44%	49%

Selected Cohort: Custom Cohort				
Grantmaking Processes	Luminate 2023	Luminate 2020	Median Funder	Custom Cohort
Proportion of grants that are invitation-only	90%	100%	50%	90%
Proportion of grantmaking dollars that are invitation-only	95%	100%	68%	98%



## Additional Survey Information

On many questions in the grantee survey, grantees are allowed to select “don’t know” or “not applicable” if they are not able to provide an alternative answer. In addition, some questions in the survey are only displayed to a select group of grantees for which that question is relevant based on a previous response.

As a result, there are some measures where only a subset of responses is included in the reported results. The table below shows the number of responses included on each of these measures. The total number of respondents to Luminate's grantee survey was 113.

Question Text	Number of Responses
Overall, how would you rate Luminate's impact on your field?	109
How well does Luminate understand the field in which you work?	113
To what extent has Luminate advanced the state of knowledge in your field?	100
To what extent has Luminate affected public policy in your field?	90
Overall, how would you rate Luminate's impact on your local community?	96
How well does Luminate understand the local community in which you work?	103
How well does Luminate understand your organization's strategy and goals?	110
Please rate the extent to which you agree with the following statements about the beyond-the-grant support you received from Luminate:	
The support I received met an important need for my organization and/or program	92
The support I received strengthened my organization and/or program	93
Luminate's beyond-the-grant support was a worthwhile use of the time required of us	92
I felt Luminate would be open to feedback about the beyond-the-grant support it provided	92
Who most frequently initiated the contact you had with your primary contact during this grant?	110
Has your main contact at Luminate changed in the past six months?	112
At any point during this grant, including the selection process, did Luminate staff conduct a site visit?	113
How consistent was the information provided by different communication resources, both personal and written, that you used to learn about Luminate?	107
How well do you understand the way in which the work funded by this grant fits into Luminate's broader efforts?	110
How well does Luminate understand the social, cultural, or socioeconomic factors that affect your work?	110
How well does Luminate understand the needs of the people and communities that you serve?	106
To what extent do Luminate's funding priorities reflect a deep understanding of the needs of the people and communities that you serve?	105
Please rate the extent to which you agree or disagree with the following statements about diversity, equity, inclusion, and justice:	
Luminate has clearly communicated what diversity, equity, inclusion, and justice means for its work	109
Overall, Luminate demonstrates an explicit commitment to diversity, equity, inclusion, and justice in its work	106
Overall, most staff I have interacted with at Luminate embody a strong commitment to diversity, equity, inclusion, and justice	104
I believe that Luminate is committed to combatting racism	97
Did you submit a proposal to Luminate for this grant?	113
To what extent was Luminate's selection process a helpful opportunity to strengthen the efforts funded by the grant?	99
To what extent was Luminate's selection process an appropriate level of effort given the amount of funding received?	107
To what extent was Luminate clear and transparent about the selection process requirements and timelines?	106
To what extent was Luminate clear and transparent about the criteria Luminate uses to decide whether a proposal would be funded or declined?	95
Have you participated in a reporting or evaluation process?	110
At any point during the proposal or the grant period, did Luminate and your organization exchange ideas regarding how your organization would assess the results of the work funded by this grant?	96
To what extent was Luminate's reporting process straightforward?	91

Question Text	Number of Responses
To what extent was Luminate's reporting process adaptable, if necessary, to fit your circumstances?	94
To what extent was Luminate's reporting process relevant, with questions and measures pertinent to the work funded by this grant?	92
To what extent was Luminate's reporting process a helpful opportunity for you to reflect and learn?	95
To what extent did the evaluation incorporate your input in the design of the evaluation?	38
To what extent did the evaluation result in you making changes to the work that was evaluated?	38
Are you currently receiving funding from Luminate?	106
Which of the following best describes the pattern of your organization's funding relationship with Luminate?	108
Primary Intended People and/or Communities	
Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?	112
Specifically, are any of the following the primary intended people and/or communities served by the efforts funded by this grant?	10
Specifically, are any of the following the primary intended people and/or communities served by the efforts funded by this grant?	67
Custom Questions	
How have the changes associated with Luminate's new strategic direction affected your organization?	96
In addition to the direct communications that you have with program officers at Luminate, please indicate any of the topics of communication that you would like to receive from Luminate. (Please check all that apply)	
General Luminate news, such as new staff or new grants made	111
Information about Luminate's current goals, strategies, and approaches	111
Lessons learned and best practices, such as Luminate evaluations	111
Research, data, or other resources produced by Luminate or its partners	111
Opinion or perspective pieces from current Luminate staff	111
Opinion or perspective pieces from current Luminate partners	111
Luminate partner updates, achievements, and stories	111
Panels/webinars with partners and other experts	111
None of the above	111
Please rate your level of agreement or disagreement with each of the following statements regarding your experience related to Luminate's new strategy:	
Luminate's funding priorities are more clear now than previously	98
Luminate is a stronger catalyst for change in the community	97
Please indicate the extent to which you believe Luminate is creating an impact toward each of the following outcomes:	
Underrepresented groups have greater voice on and influence over the issues that affect our societies	96
People can safely and effectively express their political views, organize, and challenge power	101
The information that shapes people's views is more accurate, independent, and inclusive of the perspectives of underrepresented groups	99
Public debate is better informed, less polarized, and less divisive	94

## About CEP and Contact Information

### Mission:

CEP provides data, feedback, programs, and insights to help individual and institutional donors improve their effectiveness. We do this work because we believe effective donors, working collaboratively and thoughtfully, can profoundly contribute to creating a better and more just world.

### Vision:

We seek a world in which pressing social needs are more effectively addressed.

We believe improved performance of philanthropic funders can have a profoundly positive impact on nonprofit organizations and the people and communities they serve.

Although our work is about measuring results, providing useful data, and improving performance, our ultimate goal is improving lives. We believe this can only be achieved through a powerful combination of dispassionate analysis and passionate commitment to creating a better society.

### About the GPR:

Since 2003, the Grantee Perception Report® (GPR) has provided funders with comparative, candid feedback based on grantee perceptions. The GPR is the only grantee survey process that provides comparative data, and is based on extensive research and analysis. Hundreds of funders of all types and sizes have commissioned the GPR, and tens of thousands of grantees have provided their perspectives to help funders improve their work. CEP has surveyed grantees in more than 150 countries and in 8 different languages.

The GPR's quantitative and qualitative data helps foundation leaders evaluate and understand their grantees' perceptions of their effectiveness, and how that compares to their philanthropic peers.

## Additional CEP Resources

### Assessment Tools

**Donor Perception Report (DPR):** The Donor Perception Report provides community foundations with comparative data on their donors' perceptions, preferences for engagement, and giving patterns. Based on research and guidance from a group of community foundation leaders, the DPR is the only survey process that provides comparative data for community foundations.

**Staff Perception Report (SPR):** The Staff Perception Report explores foundation staff members' perceptions of foundation effectiveness and job satisfaction on a comparative basis. The SPR is based on a survey specific to foundations that includes questions related to employees' impressions of their role in philanthropy, satisfaction with their jobs, their foundation's impact, and opportunities for foundation improvement.

**YouthTruth Student Survey:** YouthTruth supports school systems in gathering and acting on student and stakeholder feedback, helping schools, districts, and education funders think through the ins-and-outs of actionable insights to drive improvement. Learn more at [youthtruthsurvey.org](https://youthtruthsurvey.org).

### Advisory Services

CEP's data-driven, customized advising leverages CEP's knowledge and experience to help funders answer pressing questions about their work, address existing challenges, hear from valued constituents, and learn and share with peers. Learn more at [cep.org/advisoryservices](https://cep.org/advisoryservices).

### Research

CEP's research projects delve into issues that are central to funder effectiveness, examining common practice and challenging conventional wisdom. Our research is informed by rigorous quantitative and qualitative analysis of large-scale data sets, in-depth qualitative interviews with philanthropic leaders, as well as by profiles of high-performing organizations and staff.

CEP's resource library offers resources for grantmakers, individual donors, and more. Explore the full range of resources available in CEP's resource library at [cep.org/resources](https://cep.org/resources).

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